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ABSTRACT

This booklet is a state-by-state compilation of information on state laws, executive orders, regulations, guidelines, administrative structures, and procedures affecting equal rights for women in education. Within the section devoted to each state, separate short passages discuss state labor laws, fair employment practices legislation, state antidiscrimination agencies, administrative actions related to fair employment legislation, other legislation, state action on the proposed Equal Rights Amendment to the U.S. Constitution, elementary and secondary education policies, and state commissions on the status of women. A series of data charts at the end of the handbook presents a compilation of the information contained in the state-by-state summaries. (Author/JG)

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A Handbook of State Laws and Policies Affecting Equal Rights for Women in Education

Report Number 62
From the Equal Rights for Women in Education Project
Ford Foundation Grant

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Prepared by Jessica Pearson

Education Commission of the States
Denver, Colorado 80203
Wendell H. Pierce, Executive Director

March 1975

Additional copies of this report may be obtained for $2.00 from the Education Commission of the States, 300 Lincoln Tower 1860 Lincoln Street, Denver, Colorado 80203, (303) 893-5200

EA 007 396

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Several people were indispensable to the completion of this project. Dr. Jessica Pearson of the University of Denver Department of Sociology supervised the research and preparation of this publication. This involved designing informational questionnaires, analyzing materials sent to our office in response, consulting legal and public references and writing the final draft of the handbook.

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To Dr. Terry Saario of the Ford Foundation we wish to convey deep appreciation for her continued interest and support.

Paula Herzmark

Paula Herzmark
Project Director
Equal Rights for Women in Education

INTRODUCTION

In August, 1974, the Equal Rights for Women in Education Project, funded by the Ford Foundation, through the Education Commission of the States (ECS) set out to collect state-by-state data on laws, executive orders, regulations, guidelines, administrative structures and procedures affecting equal rights for women in education. The project sought information on state laws, regulations and official policies that facilitate as well as prevent discrimination on the basis of sex. Several aspects of educational endeavor were considered: employment and related matters, admissions to educational institutions and access to educational programs and resources.

SOURCES OF INFORMATION

Numerous sources were consulted in the compilation of state-by-state data on laws and policies affecting women in education. These sources ranged from directories of state labor laws to questionnaires administered to various state organizations and agencies by the project. The following sections identify the information collected and the sources consulted.

I. STATE LABOR LAWS

A broad spectrum of state laws dealing with employment is summarized, focusing on the main provisions of state labor law *per se* only inasmuch as these laws affect the ability of women as employees to achieve equal rights in the educational field.

Specifically, the state-by-state summaries include (1) state wage laws that set or restrict wages in educational occupations for women, as well as wage laws for both men and women in any occupations which are available to women in education who want to enforce their rights; (2) state hours and overtime laws that set or restrict hours and establish overtime regulations for women working in education, or that set hours and overtime regulations for both men and women but are available to women in education who want to enforce their rights; (3) special protective laws for women (for example, weight lifting laws or seating requirements) which restrict the rights of women employed in the educational field; and (4) equal pay laws dealing with discrimination in pay on the basis of sex.

The project draws all relevant material on state labor laws from the Bureau of National Affairs Policy and Practice Series: Wages and Hours: State.

II. FAIR EMPLOYMENT PRACTICES LEGISLATION

State fair employment practices legislation reflects state-level observation of federal fair employment laws. The summaries distinguish the employers, organizations and agencies governed by state anti discrimination legislation, identify procedural mechanisms for enforcement and discuss remedies available in the event of violations. Three types of statutes characterize state-level response to sex discrimination: statutes that provide for administrative hearings and the judicial enforcement of administrative orders, statutes that do not provide a strong administrative agency but make employment discrimination a criminal offense and statutes that set forth policy but lack enforcement provision.

Information on Fair Employment Practices Legislation was obtained from the Bureau of National Affairs Policy and Practices Series: Fair Employment Practices.

III. STATE ANTI-DISCRIMINATION AGENCIES

For those states with laws prohibiting discriminatory practices, the state summaries include activities of state agencies charged with enforcing such laws. The information comes from a questionnaire administered by this office in October, 1974. The questionnaire requested the agency's budget, staff size, numbers of employees protected by state anti-discrimination legislation, case load, number of complaints due to sex discrimination and disposition of complaints filed. Where possible, the information was collected for 1973 and 1974 to permit analysis of changes in the agency's activities and resources during a one-year period. Although state agencies were frequently unable to supply all information sought, their responses shed considerable light on the capacities of the state agencies to respond to sex discrimination in employment, as well as the degree to which existing procedural mechanisms and remedies have been put to use to combat sex discrimination.

IV. ADMINISTRATIVE PROMULGATIONS PURSUANT TO STATE FAIR EMPLOYMENT PRACTICES LEGISLATION

In addition to state laws requiring state observation of fair employment practices, numerous proclamations, regulations, rules and guidelines have been promulgated at the state level towards that same end. This section summarizes such administrative promulgations

to the extent that they affect the ability of women as employees to achieve equal rights in education. Relevant promulgations include those regarding permissible preemployment inquiries, admission techniques used in hiring or promotion, personnel procedures used in the hiring of state employees and regulations for the use of state facilities.

The information for this section was drawn from the Bureau of National Affairs Policy and Practice Series: Fair Employment Practices.

V. OTHER PENDING OR PASSED LEGISLATION

This section summarizes introduced, pending or recently passed legislation dealing with any aspect of equal rights for women in education that has come to our attention. Legislation covered in this section does not fall in the categories of state labor law or state fair employment practices legislation or laws dealing with state commissions on the status of women. Thus, proposed and passed revisions of state fair employment practices legislation, the duties of state anti-discrimination agencies, changes in state labor laws and laws establishing or prescribing the duties of state commission on the status of women are excluded. State legislative response to the Equal Rights Amendment to the U.S. Constitution is treated separately in the next section.

The information on recently passed and pending legislation was culled from inquiries to legislative research service agencies. The project requested copies of all legislation introduced in state legislatures since 1970 concerning the rights of women in education. The Education Commission of the States' Research and Information Services was consulted for relevant legislation during 1973 and 1974. While the coverage afforded by this service was not comprehensive, it helped locate bills not mentioned in the responses of legislative service agencies. The result is a fairly representative, if not comprehensive, survey of state legislation falling into this category.

VI. EQUAL RIGHTS AMENDMENT

This section presents state responses to the proposed Equal Rights Amendment to the U.S. Constitution. Where the amendment has been ratified, date of ratification is noted. For those states that have failed to ratify the ERA the chronology of legislative actions is reported.

Information on the status of the Equal Rights Amendment in the 50 states was obtained from the 1974 Women's Rights Almanac (Nancy Gager, editor, Elizabeth Cady Stanton Publishing Company, 1974) and the "August 1974, ERA Status for Unratified States," published by the legislative office of the National Organization for Women.

VII. ELEMENTARY AND SECONDARY LEVEL EDUCATION POLICIES

In addition to state education laws, it was hypothesized that actions taken by state education officials without express statutory authority might affect equal rights for women in education as significantly as actions with statutory authority. Actions without statutory authority include statements or orders by state governors, recommendations for legislation by state education committees, policy memoranda and statements or directives from state education governing bodies.

In order to identify relevant actions, a survey was conducted of state education bodies with discretionary powers to affect the educational system. The purpose of the survey was to discern whether such discretionary powers have affected equal rights for women in education. The questionnaire sent to the 50 state boards of education requested all policy statements and official and semi-official documents relating to women in education. Information was sought on policies and programs for textbook materials that present stereotyped images of women, courses dealing with sex roles and sex discrimination, library materials relating to sex roles, sexism in in-service teacher training sessions, sexism in community and parent education projects, sex stereotyping in occupational and vocational roles, sexism in guidance and career counseling, sexism in the operation and conduct of vocational roles, sexism in guidance and career counseling, sexism in the operation and conduct of vocational education, and day care facilities for educational personnel. The solicited information concerned elementary and secondary schools only; no information is included in this section on analogous programs in higher education.

The summaries of state education agency actions also identify percentages of female state education administrators in each state. Approximately 3.5 per cent of the nation's 11,057 school superintendents are female, as are 11 per cent of its 47,214 principals. The state-by-state information includes 30 states during the 1972-1973 academic year. It was obtained from Wanted -- More Women, a publication of the National Council of Administrative Women in Education.

VIII. STATE COMMISSIONS ON THE STATUS OF WOMEN

State Commissions set up to deal with the status of women generally have little discretion and less authority. Nonetheless, to the extent that they are state-created entities, their official actions may have a moral or persuasive effect on citizens and government officials. For this reason, the survey concludes with selected information on such commissions: their most recent date of establishment, financial resources and actions, if any.

The dates of establishment and budgets of the Commissions on the Status of Women were drawn from the Listing of Commissions on the Status of Women prepared by the Women's Bureau, U.S. Department of Labor. The commission's activities with respect to women in education was obtained from queries made directly to the commissions in September, 1974. The total number of females residing in each state was taken from the 1974 Women's Rights Almanac.

DATA CHART

At the end of this handbook, a data chart presents a quick sketch of the findings in the state-by-state summaries. The chart provides an overview of key state policies and laws relating to equal rights for women in education. It should not be cited, however, without reference to the data contained in the body of the handbook.

CONCLUSION

This handbook is the first attempt to summarize all state laws and policies affecting equal rights for women in education. Its format allows easy reference and comparison and permits analysis of the congruence between federal and state provisions enforcing equal rights for women in education. Finally, the handbook identifies protective mechanisms for women's rights in the states, and areas where work is still needed.

Denver, Colorado
March, 1975

Jessica Pearson, Ph.D.

A L A B A M A

I. State Labor Laws: Alabama has no state labor laws which deal with or potentially affect the ability of women as employees to achieve equal rights for women in the educational field. It also lacks an Equal Pay Act prohibiting discrimination in pay based on sex.

II. Fair Employment Practices Legislation: The state has no statutory provision of general application concerning equal employment opportunity.

III. State Anti-Discrimination Agency: Alabama has no statewide anti-discrimination agency to enforce legislation concerning equal employment opportunity.

IV. Administrative Promulgations Pursuant to State Fair Employment Practices Legislation: Amendments to Rules of the State Personnel Board (1974) prohibits discrimination on the basis of sex in all personnel actions involving state employees, including recruitment, examination, appointment, training, promotion and retention. These amendments also permit state employees believing they have been discriminated against to appeal to the State Personnel Board. The board may hold hearings, receive evidence and issue final decisions including corrective actions.

V. Other Pending or Passed Legislation: No legislation relevant to women in education has been introduced or passed by the legislature in the period from 1970 to 1974.

VI. Equal Rights Amendment: Alabama rejected the ERA in June, 1973.

VII. Elementary and Secondary Level Education Policies: As of 1972-1973, Alabama had one female superintendent of education, and 11 per cent (82) of its 725 school principals were females. Although the state has no explicit programs or policies on curriculum, instructional material, training or guidance matters relevant to women in education, it is preparing a project on in-service teacher training to eliminate sexism in schools, pursuant to Title V of the Education Amendments of 1972.

VIII. State Commission on the Status of Women: The Governor's Commission on the Status of Women was established by the legislature in 1971. Its operating budget for 1974 was $10,000. The commission recently published a study of sex

distinctions in the Alabama Constitution of 1901, the new constitution and the Alabama Code. It also conducted public hearings throughout the state on issues relevant to women, and plans to incorporate information gleaned from these hearings into legislative recommendations.

There are approximately 1,782,000 women in Alabama.

A L A S K A

I. State Labor Laws: Minimum wage provisions cover all employees, except state and governmental employees and those in bona fide executive, administrative or professional categories. All nonsupervisory employees are required to be compensated at a rate of one and one-half times their hourly wage for work in excess of an eight-hour day, 40-hour week. Special protective laws prohibit women in any occupation from lifting weights in excess of 35 per cent of their body weight. Alaska also has an Equal Pay Act prohibiting discrimination in pay on the basis of sex, enforced by the commissioner of labor.

II. Fair Employment Practices Legislation: The Fair Employment Practices Act covers all employers, labor organizations and employment agencies. Complaints may be filed by aggrieved employees or the executive director of the Commission for Human Rights when discrimination based on sex is believed to have occurred. The commission's powers include the right to petition the court for a temporary restraining order, conduct investigations, settle complaints by conference, hold hearings and subpoena witnesses. After a hearing, court-backed orders may be issued and affirmative action may be required. Judicial review of all orders may be obtained, and failure to obey court orders may result in a fine or imprisonment.

III. State Anti-Discrimination Agency: During 1973, the State Commission for Human Rights operated with slim resources. Its state appropriation was cut by several thousand dollars and a $25,000 contract from the Equal Employment Opportunity Commission was cancelled due to reporting deficiencies. The commission had a staff of eleven to implement the Fair Employment Practices Act. During 1973, 235 complaints were filed, 78 alleging discrimination based on sex. This represented an increase of 600 per cent over the number of sex discrimination complaints filed in 1972. Information on the disposition of these cases was unavailable.

IV. Administrative Promulgations Pursuant to State Fair Employment Practices Legislation: A Governor's Code of Fair Practices for State Agencies (1967) established guidelines for eliminating sex discrimination in all state agency personnel procedures and all state services and facilities.

V. Other Pending or Passed Legislation: Recent laws provide that

no person will be deprived of the privileges of the University of Alaska because of sex (AS 14.40.050), and that sex discrimination will not be practiced in scholarship, loan and grant programs (AS 14.40.880). In 1972, the constitution was amended to prohibit denial of civil rights on the basis of sex.

VI. Equal Rights Amendment: Alaska ratified the ERA in April, 1972.

VII. Elementary and Secondary Level Education Policies: As of 1972-1973, none of the 60 school superintendents were female, and 9.4 per cent (31) of its 329 school principals were female. To date, Alaska has not developed programs or policies to combat sex stereotyping in instructional material, teacher training, vocational education or school guidance. Alaska has joined with the State Departments of Education of California, Idaho, Nevada, Washington and Oregon in a multi-state project to assist school districts in eliminating sex discrimination.

VIII. State Commission on the Status of Women: The Alaska Commission on the Status of Women was abolished as a separate body in 1972. Women's issues are now handled by the State Commission for Human Rights. Further information was not available to date as to projects that might be relevant to women in education.

There are approximately 157,000 women in Alaska.

A R I Z O N A

I. State Labor Laws: Minimum wage provisions cover employed minors below the age of 18 except students. Females under 18 are also prohibited from working in excess of an eight-hour day, 48-hour week, or between 7:00 p.m. and 7:00 a.m. Arizona has no special protective laws relevant to women employed in education. It does have an Equal Pay Act prohibiting discrimination in pay on the basis of sex, enforced by the Industrial Commission.

II. Fair Employment Practices Legislation: Arizona's Civil Rights Act covers all employers with 20 or more employees, labor organizations and employment agencies. An employee who believes he or she has been discriminated against may file a complaint with the Civil Rights Commission. The commission's powers include the right to investigate, settle complaints by persuasion, hold hearings and subpoena witnesses. Where a finding of discrimination is a first offense, the commission may issue cease and desist orders subject to court appeal. If an employer is found guilty of discrimination two or more times, the commission may file a complaint with the court. Fines not to exceed $300 may be administered.

III. State Anti-Discrimination Agency: During 1974, the Civil Rights Agency had a budget of $136,000 to implement the Civil Rights Act which covered approximately 31,102 employees. The budget represented an increase of 24 per cent over the amount appropriated to the agency in 1973. In 1974, the agency maintained a staff of 14 persons. During 1973 and 1974, the total number of complaints filed with the commission decreased from 225 to 167. During the same time period, complaints due to discrimination based on sex declined from 25 to 19 (a decrease of 24 per cent). All sex complaints filed alleged unfair employment practices; nine dealt with hiring, five with termination of employment, two with compensation and three with miscellaneous employment matters. All 19 complaints were investigated and settled by arbitration.

IV. Administrative Promulgations Pursuant to State Fair Employment Practices Legislation: Employee Selection Procedures, issued by the Civil Rights Commission in 1972, sets forth guidelines for employers on the use of tests and other employee selection techniques which may discriminate on the basis of sex. Selection tests must be shown to be validly predictive of job performance for each majority or minority group according to accepted statistical procedures.

A R I Z O N A (cont.)

V. Other Pending or Passed Legislation: HB 2280 (1974) amends sections of the Arizona statutes to eliminate distinctions in pronouns connoting gender.

VI. Equal Rights Amendment: Arizona rejected the ERA in 1974 and 1975.

VII. Elementary and Secondary Level Education Policies: No information was available on the number of female education administrators in Arizona. The Department of Education has released Requests for Proposals to aid in the development of career guidance programs. In vocational education, the department recently sponsored a number of workshops in universities on "Women in the World of Work." In addition, it has set up a workshop on women in the community colleges. The state has not developed any programs or policies to combat sex stereotyping in instructional materials or teacher training programs.

VIII. State Commission on the Status of Women: The Commission on the Status of Women was established in 1971 but has no budget.

There are approximately 900,000 women in the state.

ARKANSAS

I. State Labor Laws: Minimum wage provisions cover all employees except employees covered by the Fair Labor Standards Act. All females over the age of 16 in any occupation, except female executives who earn at least $35 per week and who exercise managerial authority, must secure a permit from the commissioner of labor for any overtime work of a permanent nature in excess of one hour a day. Women permitted to work overtime must be compensated at one and one-half times their regular hourly rate. Without a permit, females may work no more than an eight-hour day, six-day week. Special protective laws require that employers who employ six or more persons provide lunchrooms for women separate and apart from work areas and toilets, and allow at least one hour for meal breaks. All employers must supply females with seats conveniently located for their use, and employers who employ three or more persons, all or part of whom are females, are prohibited from engaging in practices or permitting conditions that might adversely affect the morals of female employees. Arkansas has an Equal Pay Act prohibiting discrimination in wages on the basis of sex, enforced by the commissioner of labor.

II. Fair Employment Practices Legislation: The state has no statutory provisions of general application concerning equal employment opportunity.

III. State Anti-Discrimination Agency: Arkansas has no statewide anti-discrimination agency to enforce legislation concerning equal employment opportunity. The Governor's Committee on Human Resources, established in 1974, covers state employees only. During 1974, it had a budget of $39,000 and handled 30 discrimination complaints, 20 of which alleged sex discrimination. The committee conducted 12 investigations and settled all 20 sex discrimination complaints by arbitration.

IV. Administrative Promulgations Pursuant to State Fair Employment Practices Legislation: The state has no administrative promulgations relevant to equal rights for women in education.

V. Other Pending or Passed Legislation: No legislation relevant to women in education has been introduced or passed by the legislature in the period from 1970 to 1974.

VI. Equal Rights Amendment: Arkansas failed to ratify the ERA in 1973. There was no 1974 legislative session.

VII. Primary and Secondary Level Education Policies: No information was available on the number of female education administrators in Arkansas. To date, the Department of Education has not responded to an informational questionnaire.

VIII. State Commission on the Status of Women: Arkansas's Commission on the Status of Women was established in May, 1971. During the 1974 fiscal year it had a budget of $5,000. It is inactive at the present time.

There are approximately 991,000 women in the state.

C A L I F O R N I A

I. State Labor Laws: All employees in all occupations are subject to wage adjustments by the Industrial Welfare Commission if their wages are found to be inadequate. There are no laws dealing with hours of work that are relevant to women employed in education. California has an Equal Pay Act prohibiting discrimination in pay on the basis of sex in all occupations, enforced by the Industrial Welfare Commission. The state's protective labor laws prohibit female employees from lifting weights. Employers are required to provide their female employees with adequate seats, and employers of five or more persons must also supply separate restrooms for each sex.

II. Fair Employment Practices Legislation: The Fair Employment Practices Act covers all employers with five or more employees, labor organizations and employment agencies. Complaints may be filed with the Fair Employment Practices Commission by employees or the attorney general when discrimination based on sex is believed to have occurred. The commission's powers include the right to conduct investigations, settle complaints by persuasion, hold hearings and subpoena witnesses. As a result of a hearing, cease and desist orders may be issued, affirmative action may be required and the commission may petition the court for a restraining order. Failure to obey a commission order is a misdemeanor punishable by up to six months imprisonment and a $500 fine. Judicial review of all orders may be obtained.

III. State Anti-Discrimination Agency: In 1974, the Fair Employment Practices Commission had a budget of $1.5 million and a total staff of 71 employees to implement the Fair Employment Practices Act which covered approximately 7,800,000 employees. The budget represented an increase of 15 per cent over the amount appropriated to the commission in 1973. During 1974, 3,820 complaints were filed, a 4.6 per cent increase over the number of complaints filed in 1973. The proportion of complaints due to sex discrimination also increased between 1973 and 1974. In 1973, 473 complaints of this type were filed; in 1974, 824 were filed. This represented an increase of 74 per cent. In the first half of 1973, the majority of sex discrimination cases dealt with employment matters. Most alleged unfair dismissals, refusals to hire, discriminatory work conditions and refused promotions. All were investigated. In 60 per cent of the cases, a finding of no discrimination was delivered. In most of the remaining

instances, affirmative actions were required. Five back pay settlements were negotiated. The total value of these awards was not available.

IV. Administrative Promulgations Pursuant to State Fair Employment Practices Legislation: Guidelines on Employee Selection Procedures (1972) establishes procedures for determining the validity of tests and other employee selection techniques which may discriminate on the basis of sex.

V. Other Pending or Passed Legislation: Recently passed in California was legislation calling for equal opportunities for males and females to participate in interschool athletic programs in public high schools (AB 3650, 1974) and public institutions of higher education (AB 3651, 1974). Also passed was a bill requiring that all courses of instruction be offered to both males and females (SB 1466, 1974). AB 3905 (1974) grants leaves of absence for periods up to one year for all state employees, regardless of sex, for pregnancy, childbirth and recovery. Bills extending the same provision to school employees (SB 1565, AB 1652; 1974) failed to pass. An identical bill (AB 472, 1974) was vetoed by the governor.

VI. Equal Rights Amendment: California ratified the ERA in November, 1972.

VII. Elementary and Secondary Level Education Policies: As of 1972-1973, 1.5 per cent of California's 1,311 school superintendents were female (20), and nine per cent (756) of its 8,236 principals were female. A 1971 amendment to the Education Code requires that the Board of Education accurately portray women in school materials and eliminate sex stereotyping in its textbooks (AB 351 and SB 436), and all instructional material is reviewed by the Department of Education to guarantee compliance with the code. The department has surveyed the number of females in adminstrative and supervisory positions in schools and the salaries of school employees and administrative officers. In addition, it released an affirmative action plan to seek, hire and promote women and ensure equal employment opportunity. In 1974, the department issued recommendations that modify the proposed federal regulations pursuant to Title IX. California has also joined the Alaska, Idaho, Nevada, Washington and Oregon State Departments of Education in a multi-state project to assist school districts in eliminating sex discrimination.

VIII. State Commission on the Status of Women: The Commission on the Status of Women was established by legislation in 1972. Its 1974 budget was $78,000 and its 1975 budget was set at $85,000. The commission publishes a regular newsletter and is chiefly concerned with teacher training and the rehabilitation of female prisoners. There are three city and five county commissions on the status of women. Their budgets totaled $36,087 in 1974.

There are approximately 10,136,000 women in the state.

COLORADO

I. State Labor Laws: Women in all occupations are covered by hours and wage levels set at least once every four years by the Industrial Commission, alone or in conjunction with a Wage Board. Wherever ten or more persons are employed, separate restrooms must be provided for the exclusive use of each sex, and where employment makes it desirable to change clothing, females must be provided with separate dressing rooms. Colorado has an Equal Pay Act prohibiting discrimination in pay on the basis of sex, enforced by the Industrial Commission and the Division of Labor.

II. Fair Employment Practices Legislation: The Anti-Discrimination Act covers all employers with six or more employees, labor organizations and employment agencies. Complaints may be filed with the Civil Rights Commission by an aggrieved employee, his or her attorney or the attorney general when discrimination based on sex is believed to have occurred. The commission's powers include the right to conduct investigations, settle complaints by conference, hold hearings and cross-examine witnesses. As a result of a hearing, cease and desist orders may be issued and affirmative action required. Court enforcement of commission orders may be obtained, as well as judicial review.

III. State Anti-Discrimination Agency: During 1974, the Civil Rights Commission had a budget of $409,294 and a grant of $77,309 from the Equal Employment Opportunity Commission; this represented an increase of 12 per cent over its 1973 budget. The agency maintained a budget of 31 persons to implement the Anti-Discrimination Act which covered approximately 862,133 employees. Between 1973 and 1974, the total number of complaints filed with the commission increased 23 per cent to 1,579. During the same period, complaints due to discrimination based on sex increased 41 per cent to 484. The majority of these complaints alleged unlawful employment discharges. Although the commission keeps no record of the disposition of its sex discrimination cases per se, 771 of all complaints in 1974 were investigated, 379 were settled by arbitration and 14 hearings were held. An additional 1200 cases are still pending or were sent to the Equal Employment Opportunity Commission for further action. During 1974, one affirmative action and five cease and desist orders were issued, and approximately $106,700 was awarded to complainants.

IV. Administrative Promulgations Pursuant to State Fair Employment Practices Legislation: Colorado Employment Testing Procedures (1972) establishes procedures to determine the validity of tests and other employee selection techniques which may discriminate on the basis of sex. Colorado Sex Discrimination Guidelines (1972) describes permissible employment procedures and membership rules that are not discriminatory with respect to sex. Practices discussed include permissible preemployment inquiries as to sex, pregnancy and childbirth, sex as a bona fide occupational requirement, benefits and compensations, and so forth.

V. Other Pending or Passed Legislation: The Colorado constitution has been amended to prohibit denial of civil rights on the basis of sex. No additional legislation relevant to women in education has been introduced or passed by the legislature in the period from 1970 to 1974.

VI. Equal Rights Amendment: Colorado ratified the ERA in April, 1972.

VII. Elementary and Secondary Level Education Policies: As of 1972-1973, 0.7 per cent of 265 school superintendents were female (2), and six per cent of 1322 principals were female (85). A 1973 resolution by the State Board of Education urged local school boards to examine their programs and policies to ensure that equality of the sexes was guaranteed in educational programs and policies. Special areas of concern mentioned in the resolution included sex stereotyping in textbooks and instructional materials, limited access on the basis of sex to all courses and extracurricular activities, discriminatory employment practices and sex-stereotyped counseling and guidance practices. In 1972, the board published detailed salary information on school personnel.

VIII. State Commission on the Status of Women: The Commission on the Status of Women was made a statutory body in 1972. Its 1974 budget was $5,000, with an additional grant of $10,000 from State Emergency Funds. Its 1975 budget was set at $24,500. The commission acts as an educational body rather than an enforcement agency. Its concerns have included higher education, the status of women in public schools, retirement benefits and social security for the divorced woman, and sex stereotyping.

There are approximately 1,118,000 women in Colorado.

C O N N E C T I C U T

I. State Labor Laws: Connecticut's minimum wage laws cover all employees in all occupations, except those employed in a bona fide executive, administrative or professional capacity and certain apprentice-trainees. All employees except those mentioned above are also required to be compensated at one and one-half times their regular hourly rate for work in excess of 40 hours a week. Connecticut has no special protective laws for female employees. It has an Equal Pay Act prohibiting discrimination in pay on the basis of sex which is enforced by the labor commissioner.

II. Fair Employment Practices Legislation: Connecticut's Fair Employment Practices Act covers all employers with three or more employees, labor organizations and employment agencies. A complaint may be filed by an aggrieved employee or his or her attorney with the Commission on Human Rights and Opportunities when discrimination based on sex is believed to have occurred. The commission's powers include the right to conduct investigations, settle complaints by conference, hold hearings and subpeona witnesses. As a result of a hearing, cease and desist orders may be issued and affirmative action may be required. The attorney general may petition the court for a restraining order to enforce the commission's decision. Judicial review of all orders may be obtained.

III. State Anti-Discrimination Agency: In 1974, the Commission on Human Rights had a budget of $836,727, an increase of nine per cent over its 1973 budget. Its staff in 1974 was 82 people. During 1974, a total of 1087 complaints were filed, an increase of 55 per cent over the previous year. Between 1973 and 1974, the proportion of complaints due to sex discrimination increased 80 per cent, from 176 to 318. The majority of sex discrimination complaints alleged unfair employment practices. Investigations were conducted in 170 cases during 1974; 19 hearings resulted, along with cease and desist orders and 10 affirmative action orders. Monetary affirmative action awards totaled $13,335 in 1973 and $46,957 in 1974. There are 306 cases still awaiting action by the state agency.

IV. Administrative Promulgations Pursuant to State Fair Employment Practices Legislation: Connecticut's Law Against Discrimination in Professional Associations (1967) prohibits discrimination based on sex by all professional agencies which require a

state license. Connecticut's State Code of Fair Practices, (1969) establishes guidelines for eliminating sex discrimination in all state agency personnel procedures and all state services and facilities.

V. Other Pending or Passed Legislation: In recent years, laws have failed to pass the legislature which would provide guidelines on nondiscriminatory and valid testing techniques in the selection of state employees (SB 2380, 1973), prohibit employment (HB 8264, 1973) and admissions discrimination based on sex in state-aided schools and institutions of higher learning (SB 5452, 1973), and require the State Board of Education to provide equal educational opportunities for all children (HB 5886, 1973). In 1974, a bill passed the legislature concerning the use of words importing the feminine gender (HB 5636), and a bill passed appropriating funds to the Commission to Study School Finance and Equality of Educational Opportunity (429). In the 1974 elections, the voters overwhelmingly approved an amendment to the constitution barring sex discrimination. This amendment is similar to, but not as strong as, the proposed Equal Rights Amendment.

VI. Equal Rights Amendment: Connecticut ratified the ERA in March, 1973.

VII. Elementary and Secondary Level Education Policies: As of 1972-1973, none of 139 school superintendents were female, and 15 per cent of 1242 principals were female (182). In 1973, the State Department of Education required that schools seeking Title II ESEA grants certify that library materials purchased under the grant "not perpetuate outmoded role concepts (which limit) opportunities for women and minorities." The State Department of Education has also emphasized equal educational opportunity in its adult and community education services. In the area of career guidance, the State Department of Education conducted several workshops during the 1972-1973 and 1973-1974 school years dealing with sex and other biases in training and employment. Moreover, during the past two years, the Division of Vocational Education has issued numerous memoranda and statements to prohibit discrimination on the basis of sex in its programs and activities. Although no day care facilities currently exist at the elementary or secondary education level, the Master Plan for Higher Education, 1974-1979, includes a recommendation to provide child care services for children of faculty, staff and students.

C O N N E C T I C U T (cont.)

VIII. State Commission on the Status of Women: The Permanent Commission on the Status of Women was established by the legislature in 1973. Its budget for 1974 was $28,000; it increased to $80,000 in 1975. The commission has surveyed women's studies in postsecondary institutions throughout the state. It is also creating an advisory council within the State Board of Education to study sexism in the schools.

There are approximately 1,561,000 women in Connecticut.

D E L A W A R E

I. State Labor Laws: Minimum wage provisions cover all employees in all occupations, except employees of the federal government or employees in bona fide executive, administrative or professional capacities. Delaware has no laws restricting hours of work or requiring overtime compensation, nor has it special protective laws for female employees. The state has no Equal Pay Act.

II. Fair Employment Practices Legislation: The Fair Employment Practices Act covers all employers with four or more employees, labor organizations and employment agencies. Complaints may be filed by an aggrieved employee or an authorized employee of the Department of Labor when discrimination based on sex is believed to have occurred. The attorney general may also file a civil action against an employer. The powers of the Department of Labor include the right to investigate complaints, resolve complaints by conference, hold hearings before a review board and subpoena witnesses. As a result of a hearing, the department may issue cease and desist orders and require affirmative action. The Court of Chancery may issue orders enforcing decision of the review board, as well as modifying and setting them aside.

III. State Anti-Discrimination Agency: Delaware's Department of Labor was unable to supply any information concerning its budget and activities relating to equal employment opportunity.

IV. Administrative Promulgations Pursuant to State Fair Employment Practices Legislation: A Governor's Code of Fair Practices (1969) establishes guidelines for eliminating sex discrimination in all state agency personnel procedures and all state services and facilities.

V. Other Pending or Passed Legislation: No legislation relevant to women in education has been introduced or passed by the legislature in the period from 1970 to 1974.

VI. Equal Rights Amendment: Delaware ratified the ERA in March, 1972.

VII. Elementary and Secondary Level Education Policies: No information was available on the number of female education administrators. In 1973, the State Board of Education issued a booklet entitled "Textbook Criteria and Basic Principles"

which established as a goal the elimination of sex-role stereotyping in textbooks and in curriculum. The board is conducting human relations workshops concerned with teacher training and in-service training. A Secondary School Handbook issued in 1974 deals with the elimination of sexism in career guidance programs. In addition, the board is developing vocational education programs based on pending regulations of Title IX of the Education Amendments of 1972.

VIII. State Commission on the Status of Women: The Commission on the Status of Women was established by the legislature in 1973. As of June, 1974, it had received no fiscal appropriation.

There are approximately 281,000 women in Delaware.

F L O R I D A

I. State Labor Laws: Florida has no minimum wage or hours laws which affect women employed in education. Special protective laws require that employers of female employees under the age of 18 in any establishment provide adequate seating facilities and maintain separate restrooms with approaches separate from those used by men. Florida has an Equal Pay Act prohibiting discrimination in pay on the basis of sex or marital status. The act provides the right of civil action to all persons discriminated against.

II. Fair Employment Practices Legislation: The Human Relations Act covers all employers and labor organizations. The Act fails to specify any procedure by which discrimination complaints may be filed or initially investigated by the Commission on Human Rights. The commission has the power to hold hearings, make recommendations and offer technical assistance to end discrimination. However, the commission has no power to use arbitrators, issue cease and desist orders or require affirmative action.

III. State Anti-Discrimination Agency: During 1974, the Commission on Human Relations had a budget of $180,762, an increase of 37 per cent over its 1973 budget. In 1974, the commission maintained a total staff of 12 to implement the Human Relations Act which affected approximately 3,164,000 employees. In 1973, the commission received 175 complaints, 50 of which had to do with sex discrimination. Of these, 43 were investigated. The commission conducts employment studies and acts as a referral service for individual complaints. Only in cases where other sources of relief are not available will the commission handle an individual complaint.

IV. Administrative Promulgations Pursuant to State Fair Employment Practices Legislation: Discrimination in Public Employment (1967) establishes guidelines for eliminating sex discrimination in all state agency personnel procedures and guarantees the right of civil action to employees who suffer from discriminatory actions.

V. Other Pending or Passed Legislation: In recent years, laws have failed to pass the legislature which would have prohibited discrimination on the basis of sex in apprentice programs (HB 1563, 1969, 1970), in textbooks (HB 3494, 1974) and in school programs and activities (HB 3645, 1974).

F L O R I D A (cont.)

VI. Equal Rights Amendment: Florida has not ratified the ERA. During the 1974 legislative session, it was rejected by the senate.

VII. Elementary and Secondary Level Education Policies: No information was available on the number of female education administrators. The Department of Education has directed that, subsequent to July 1, 1974, all educational materials must accurately portray men and women in our society and avoid sex stereotyping. The state has not yet developed programs or policies to combat sexism in courses, teacher training, in-service training, community education, vocational education or career guidance.

VIII. State Commission on the Status of Women: The Commission on the Status of Women was reactivated by the governor in 1972. Its budget for 1974 was $4,000; it has been increased to $36,000 for 1975. The commission supports advances for women in a variety of areas and publishes an annual report of its activities and programs.

There are approximately 3,514,000 women in Florida.

GEORGIA

I. State Labor Laws: Minimum wage provisions cover all employees except those employed by employers subject to minimum wage provisions of any act of Congress, employers who employ five or fewer employees or high school or college students. Women employed in education are not affected by any laws restricting hours of work, laws requiring overtime compensation or laws stipulating special protective requirements. Georgia has an Equal Pay Act prohibiting discrimination in pay based on sex, enforced by the commissioner of labor through administrative action and lawsuits and by private actions by employees.

II. Fair Employment Practices Legislation: The state has no statutory provision concerning equal employment opportunity.

III. State Anti-Discrimination Agency: Georgia has no statewide anti-discrimination agency to enforce legislation concerning equal employment opportunity.

IV. Administrative Promulgations Pursuant to State Fair Employment Practices Legislation: The state has no administrative promulgations relevant to equal rights for women in education.

V. Other Pending or Passed Legislation: No legislation has been introduced or passed by the legislature in the period from 1970 to 1974 which is relevant to women in education.

VI. Equal Rights Amendment: The legislature rejected the ERA in January, 1975.

VII. Elementary and Secondary Level Education Policies: As of 1972-1973, 0.3 per cent of 307 school superintendents were female (5), and 12 per cent (234) of 2,020 principals were female. To date, the State Department of Education has not developed programs or policies designed to combat sexism in curriculum, instructional materials, teacher training, vocational education or school guidance. While instructional material is evaluated to ensure equal representation of all population segments, no specific mention is made of eliminating sex-role stereotyping in school textbooks.

VIII. State Commission on the Status of Women: The Commission on the Status of Women was established by legislation in 1972.

During 1974, it operated on a budget of $5,000. During the current fiscal year, it received a discretionary budget of $11,000 from the governor, as well as a Comprehensive Employment and Training Act grant of $3,700. The commission's activities are devoted to lobbying for the passage of the ERA and studying the problem of rape.

There are approximately 2,359,000 women in Georgia.

H A W A I I

I. State Labor Laws: Minimum wage provisions cover all employees, except those earning $700 per month or more, those employed in bona fide executive, administrative and professional capacities, and those subject to the Federal Wage and Hours Act. The same employees are required to be compensated at a rate of one and one-half times their regular hourly rate for work in excess of 40 hours per week. Employers of women are not subject to any special protective requirements. Hawaii has an Equal Pay Act prohibiting discrimination in pay based on sex, enforced by the Director of Labor and Industrial Relations as well as by civil actions by employees as individuals or classes.

II. Fair Employment Practices Legislation: The Fair Employment Practices Law covers all employees, labor organizations and employment agencies. Any employee claiming to have been discriminated against on the basis of sex, or the state attorney general, may file a complaint with the Department of Labor and Industrial Relations. The department's powers include the right to conduct investigations, settle complaints by persuasion, hold hearings and subpoena witnesses. As a result of a hearing, the department may issue cease and desist orders and require affirmative action. Resistance to the department's orders or proceedings may result in a fine or imprisonment or both. The right to judicial review of department orders is assured.

III. State Anti-Discrimination Agency: During 1974, the Department of Labor and Industrial Relations had a budget of $33,472, a six per cent increase over its 1973 funds. In 1974, the agency had a staff of approximately two persons. Between 1973 and 1974, the total number of complaints filed increased by 67 per cent to 95. During the same period, complaints due to discrimination based on sex increased 30 per cent to 43. All such complaints alleged unlawful employment practices. The majority dealt with conditions of employment and discharge practices. During 1974, 20 sex discrimination complaints were investigated, 1 hearing was held and 37 cases were still pending.

IV. Administrative Promulgations Pursuant to State Fair Employment Practices Legislation: The Hawaii Civil Service Law, amended in 1973, establishes guidelines to eliminate discrimination on the basis of sex in public employment on the state and county level.

H A W A I I (cont.)

V. Other Pending or Passed Legislation: In 1972, the voters passed an amendment to the state constitution prohibiting discrimination based on sex. No additional legislation relevant to women in education has been introduced or passed by the legislature in the period from 1970 to 1974.

VI. Equal Rights Amendment: Hawaii ratified the ERA in March, 1972. It was the first state to do so.

VII. Elementary and Secondary Level Education Policies: No information was available on the number of female education administrators. The Department of Education is currently involved with affirmative action and other equal employment-related matters and is seeking Board of Education approval of its equal employment opportunity program. In addition, the Board of Education is working with a task force on sex bias sponsored by a number of organizations. Although no specific programs have been developed, committees have been created on educational materials, physical education and athletics, counseling, general education curriculum, vocational and technical curriculum, personnel attitudes and administrative practices.

VIII. State Commission on the Status of Women: The Commission on the Status of Women, created in 1970 by the legislature, operates on a budget of $40,000 per biennium. In 1972, the legislature approved HB 1814, which outlined the duties of the commission, including the compilation of information on sex discrimination in the public and private sectors. At the present time, the commission is working with the Department of Education on the task force on sex bias in education (see "Elementary and Secondary Level Education Policies").

There are approximately 369,000 women in the state.

IDAHO

I. State Labor Laws: Minimum wage provisions cover all employees, except those employed by the federal, state or local government, or those in a bona fide administrative, executive or professional capacity. Women employed in education are not affected by any laws restricting hours of work or laws requiring overtime compensation. Special protective laws require that employers supply seats for female employees for their use when not engaged in active employment duties. Idaho has an Equal Pay Act prohibiting discrimination in pay on the basis of sex, enforced by the commissioner of labor.

II. Fair Employment Practices Legislation: The Fair Employment Practices Act covers all employers with four or more employees, labor organizations and employment agencies. Complaints may be filed by an aggrieved person, his or her agent, the attorney general, a county prosecuting attorney or the Commission on Human Rights itself, when discrimination based on sex is believed to have occurred. The commission's powers include the right to conduct investigations, settle complaints by persuasion, hold hearings and subpoena witnesses. As a result of a hearing, the commission may institute injunction proceedings in district court to restrain persons from violating provisions of the law. In addition, the aggrieved party may bring an action for damages. Damage awards may include punitive awards up to $1,000.

III. State Anti-Discrimination Agency: To date, the Commission on Human Rights has not returned an informational questionnaire.

IV. Administrative Promulgations Pursuant to State Fair Employment Practices Legislation: The Rules and Regulations of the Commission on Human Rights, amended in 1970, extends the scope of the Fair Employment Practices Act to discrimination based on sex in the use of public facilities, private education institutions and employment. The guidelines follow those federally required, including a discussion of bona fide occupational qualifications based on sex and permissible preemployment inquiries.

V. Other Pending or Passed Legislation: No legislation relevant to women in education has been introduced or passed by the legislature in the period from 1970 to 1974.

VI. Equal Rights Amendment: Idaho ratified the ERA in April, 1972.

VII. Elementary and Secondary Level Education Policies: As of 1972-1973, only one of 113 school superintendents was a woman, and six per cent (32) of 574 school principals were female. As yet, Idaho has not developed programs or policies to combat sexism in instructional materials, courses, teacher training, in-service training, community education, vocational education or career guidance. The State Department of Education has focused its efforts on equal employment-related matters and implementing an affirmative action plan. In addition, Idaho has joined with the State Departments of Education in Alaska, California, Nevada, Washington and Oregon in a multi-state project to assist school districts in eliminating sex discrimination.

VIII. State Commission on the Status of Women: The Commission on the Status of Women was established by legislative statute in 1970. Its budget for 1974 was $6,000, its 1975 budget, $8,000. The commission is studying prison conditions, educational development, credit problems and low-income housing.

There are approximately 357,000 women in Idaho.

ILLINOIS

I. State Labor Laws: Minimum wage provisions cover all employees, except employees covered by the Fair Labor Standards Act (FLSA). All females age 16 and over who are employed in any public or private institution are limited to an eight-hour day, 48-hour week. Women are not subject to any additional protective laws. Illinois has an Equal Pay Act prohibiting discrimination in pay based on sex, enforced by the Department of Labor as well as by civil action by employees.

II. Fair Employment Practices Legislation: The Fair Employment Practices Act covers all employers with 25 employees or more, labor organizations and employment agencies. An employee claiming to have been discriminated against on the basis of sex may file a complaint with the Fair Employment Practices Commission. The commission's powers include the right to conduct investigations, settle complaints by persuasion, hold hearings and subpoena witnesses. As a result of a hearing, the commission may issue cease and desist orders and require affirmative action. The commission may also obtain a court order to implement its decisions. The right to petition for a new hearing is provided and judicial review may be obtained.

III. State Anti-Discrimination Agency: To date the Illinois Fair Employment Practices Commission has not returned an informational questionnaire.

IV. Administrative Promulgations Pursuant to State Fair Employment Practices Legislation: Sex Discrimination Guidelines, adopted in 1971 by the Illinois Fair Employment Practices Commission, outlines procedures to enforce constitutional and statutory prohibitions against sex discrimination. The guidelines follow those federally required, including a discussion of bona fide occupational qualifications based on sex and permissible preemployment inquiries.

V. Other Pending or Passed Legislation: In 1973, a bill was passed which amended the University Civil Service System Act to prohibit discrimination in employment on the basis of sex and national origin (HB 1259). The state constitution was also amended to prohibit the denial of civil rights on the basis of sex.

VI. Equal Rights Amendment: Although the Illinois senate ratified the ERA in May, 1972, it was defeated in the house in June, 1972. Since then it has been rejected in committee and on the Senate floor.

VII. Elementary and Secondary Level Education Policies: As of 1972-1973, seven per cent of 1,499 school superintendents were women (113), and 15 per cent (765) of 5,050 school principals were female. Although no programs have been developed to combat sexism in instructional materials, curriculum, teacher training or vocational and career guidance, the Superintendent of Public Instruction released a press statement in 1974 declaring support of federal laws affecting women in education as well as noting shortcomings of such laws in areas of curriculum. He also announced the creation of a task force to study and recommend specific steps to eliminate sex discrimination in the schools and has incorporated sex discrimination guidelines into his office's standards for the evaluation of schools.

VIII. State Commission on the Status of Women: The Commission on the Status of Women was reestablished by the legislature in 1969. Its budget for 1974 was $10,000. Its annual report to the governor shows that the commission has been active in recommending measures to the legislature, many of which have been enacted. Among these are a scholarship program for women wishing to return to school, a minimum wage law, an equal pay law, the extension of unemployment compensation rights to pregnant women and day care facilities. The commission's most recent recommendations include ratification of the ERA and support of legislation providing increased employment opportunities for part-time employees.

There are approximately 5,722,000 women in Illinois.

INDIANA

I. State Labor Laws: Minimum wage provisions cover all employees, except students working in their schools and persons in executive, administrative or professional occupations earning $100 or more a week. Women employed in education are not affected by any laws restricting hours of work, requiring overtime compensation or requiring special protective facilities. Indiana has an Equal Pay Act prohibiting discrimination in pay based on sex. It is enforced by the Wage Adjustment Board and by private employee actions individually or as a class.

II. Fair Employment Practices Legislation: The state's Civil Rights Law covers all employers with six or more employees, unions and employment agencies. An employee claiming to have been discriminated against on the basis of sex may file a notarized complaint with the Civil Rights Commission. The commission's powers include the right to investigate complaints, settle complaints through persuasion, hold hearings and subpoena witnesses. As a result of a hearing, the commission may issue cease and desist orders and require affirmative action. The commission may also obtain a court decree for the enforcement of its decisions. Judicial review of all orders may be obtained.

III. State Anti-Discrimination Agency: During 1974, the Civil Rights Commission had a budget of $230,136, an increase of 52 per cent over its previous year's budget. A total of 1,660 complaints were filed during 1974. Of these, 39 per cent (609) dealt with discrimination based on sex. Nearly all of the sex discrimination complaints alleged unfair employment practices. No information was available on the disposition of sex discrimination complaints per se, but of all the discrimination cases processed during 1974, 5 came to public hearings, 194 were investigated, and 26 agreements were obtained through conference. The vast majority of the cases (871) were referred to others and the remaining cases were either withdrawn (81), not acted upon by the complainant (67) or ignored for lack of jurisdiction (38).

IV. Administrative Promulgations Pursuant to State Fair Employment Practices Legislation: The state has no administrative promulgations relevant to equal rights for women in education.

V. Other Pending or Passed Legislation: To date, the legislative service agency has not provided information on legislation

relevant to women in education, 1970 to 1974.

VI. Equal Rights Amendment: Indiana has failed to ratify the ERA.

VII. Elementary and Secondary Level Education Policies: No information was available on the number of female education administrators. In 1970, the Vocational Education Board banned sex-segregated courses. The 1973 Textbook Adoption and Evaluation Form included a question pertaining to the unbiased depiction of women and minorities. In addition, new guidelines on sex stereotyping for media programs in the schools will soon be disseminated. Under preparation are regulations for teacher certification that deal with the problem of sexism in teacher training. Several counties have established day care centers for the children of teachers, and the state has a program for pregnant girls which includes child care as well as academic subjects.

VIII. State Commission on the Status of Women: The Commission on the Status of Women was reconstituted by Executive Order in 1973. Its budget for 1975 is approximately $17,500.

There are approximately 2,266,000 women in Indiana.

I O W A

I. State Labor Laws: Iowa has no laws concerning wages, hours, overtime compensation or special requirements for the employers of women. The state also lacks an Equal Pay Act which would prohibit discrimination in pay based on sex.

II. Fair Employment Practices Legislation: Iowa's Civil Rights Act covers all employers with four employees or more, labor unions and employment agencies. Complaints alleging discrimination in employment based on sex may be filed by an aggrieved employee, his or her attorney, the attorney general or the Civil Rights Commission itself. The commission's powers include the right to investigate complaints, resolve complaints by arbitration, hold hearings and subpoena witnesses. As a result of a hearing, the commission may issue cease and desist orders and require affirmative action. The commission may petition the court to enforce its orders, whereupon the court may affirm, modify or reverse a commission order. Judicial review of all orders may be obtained.

III. State Anti-Discrimination Agency: Between December, 1972, and June, 1974, the Civil Rights Commission had a budget of $187,530 to implement the Civil Rights Act. During this period, it received 1,142 complaints. No information was available on the portion of these complaints dealing with sex discrimination or on their disposition.

IV. Administrative Promulgations Pursuant to State Fair Employment Practices Legislation: Iowa's Rules on Sex-Segregated Want Ads (1970) discusses types of ads that violate the Civil Rights Act. Ads indicating sex preference are only permissible where sex is a bona fide occupational qualification. Rules on Employee Selection Procedures (1971) establishes guidelines for employers on the use of tests and other employee selection techniques which may discriminate on the basis of sex. Selection tests must be shown to be validly predictive of job performance according to accepted statistical procedures. Sex Discrimination Guidelines (1972) outlines procedures necessary to enforce statutory prohibitions against sex discrimination. The guidelines follow those federally required, including a discussion of bona fide occupational qualifications based on sex and permissible preemployment inquiries.

V. Other Pending or Passed Legislation: In 1974, the legislature defeated SF 2912, which would have equalized salaries of men and women with comparable training and experience who perform comparable duties as personnel of merged area schools. Also defeated was SF 1100 (1974) which would have prohibited discrimination on the basis of sex in education institutions; the bill covered admissions, expulsions and discrimination in curriculum and sponsored activities. In 1974, the education code was revised and amended to include the contributions of women in society in educational programs (SF 126).

VI. Equal Rights Amendment: Iowa ratified the ERA in March, 1972.

VII. Elementary and Secondary Level Education Policies: No information was available on the number of female education administrators. In 1974, the Department of Instruction established a special committee on sex stereotyping in education. It was delegated the task of preparing policy statements and other materials for consideration by the State Board of Education.

VIII. State Commission on the Status of Women: The Commission on the Status of Women was created by the legislature in 1972. Its budget for 1974 was $27,278; its 1975 budget is $30,417. Its main activities focus on employment, education, child care, welfare and the legal status of women. The commission published a brochure in 1974 entitled "Sexism in Education."

There are approximately 1,452,000 women in the state.

K A N S A S

I. State Labor Laws: The Department of Labor has the power to investigate whether wages are adequate in any occupation in which women and minors are employed and to issue new wage orders. Females in any occupation (except those employees covered by Title VII of the Federal Civil Rights Act) are also subject to orders by the commissioner of labor concerning permissible hours of work. Special protective laws require that employers supply seats for female employees for their use when not engaged in active employment duties. Kansas has an Equal Pay Act prohibiting discrimination in pay on the basis of sex, enforced by civil actions by employees.

II. Fair Employment Practices Legislation: The Act Against Discrimination covers all employers with four or more employees, labor organizations and employment agencies. Complaints may be filed by an aggrieved person, his or her attorney, the attorney general or the Commission on Civil Rights itself when discrimination based on sex is believed to have occurred. The commission's powers include the right to conduct investigations, settle complaints by persuasion, hold hearings and subpoena witnesses. As a result of a hearing, the commission may issue cease and desist orders and require employers to take affirmative action. The commission may request court enforcement of its orders and judicial review may be obtained.

III. State Anti-Discrimination Agency: During 1974, the Commission on Civil Rights had a budget of $397,761, an increase of 20 per cent over its previous year's budget. In 1974, the commission maintained a staff of 29 to implement the Act Against Discrimination which affected approximately 900,000 employees. Between 1973 and 1974, the number of complaints filed increased by 51 per cent to 663. During the same period, complaints due to discrimination based on sex increased 33 per cent to 166. The majority of all such complaints alleged unlawful employment practices. Although information on the disposition of these complaints was not available, only one case was settled by conciliation in 1974, and no hearings were held in 1973 or 1974. In 1974, two complainants won affirmative action awards which totaled $4,373.

IV. Administrative Promulgations Pursuant to State Fair Employment Practices Legislation: Rules and Regulations (1973) issued by

the Civil Rights Commission sets forth guidelines for employers on the use of tests and other employee selection techniques which may discriminate on the basis of sex. Selection tests must be shown to be validly predictive of job performance for each majority or minority group according to accepted statistical procedures. It also discusses occupational qualifications based on sex and permissible preemployment inquiries.

V. Other Pending or Passed Legislation: In 1974, the legislature appropriated funds for the support of women's athletics at state colleges and universities (L.1974, Ch.15). In 1974, the legislature began an interim study on equal rights for women, expected to culminate in the development of proposed legislation in 1975 (Proposal No. 34). There has been no additional legislative activity affecting women in education during the period from 1970 to 1974.

VI. Equal Rights Amendment: Kansas ratified the ERA in March, 1972.

VII. Elementary and Secondary Level Education Policies: As of 1972-1973, none of the 373 school superintendents were female and only four per cent (85) of 2,006 school principals were women. The State Board of Education issued an affirmative action policy in 1974 which affects all of its employees. In addition, the Board of Education has called for assistance in establishing a comprehensive manpower services program for vocational education. Among other things, the vocational education program attempts to eliminate sex-role stereotyping.

VIII. State Commission on the Status of Women: At the present time, the Commission on the Status of Women appears to be inactive.

There are approximately 1,450,000 women in the state.

KENTUCKY

I. State Labor Laws: Minimum wage provisions cover all employees in all occupations, except persons employed in bona fide executive, administrative or professional capacities and employees of the federal government. All employees covered by minimum wage provisions are also required to be compensated at one and one-half times their regular hourly rate for work in excess of 40 hours per week, as well as for time worked on the seventh day in any one work week. Females under the age of 21 in any occupation are restricted from working more than a ten-hour day, 60-hour week. Special protective laws prohibit females under the age of 21 from working in any occupation requiring constant standing. Kentucky has an Equal Pay Act prohibiting discrimination in wages on the basis of sex. It covers women in any establishment with eight or more employees not subject to the Federal Wage Hour Act and is enforced by the Department of Labor.

II. Fair Employment Practices Legislation: Kentucky's Fair Employment Practices Act covers all employers with eight or more employees, labor unions and employment agencies. Complaints may be filed by an aggrieved person, the attorney general or the Commission on Human Rights itself when discrimination based on sex is believed to have occurred. The commission's powers include the right to conduct investigations, settle complaints by persuasion, file an action in circuit court to achieve temporary relief, hold hearings and subpoena witnesses. As a result of a hearing, the commission may issue cease and desist orders and require affirmative action. The commission may also obtain a court order to enforce its decision. Judicial review of all orders may be obtained.

III. State Anti-Discrimination Agency: To date, the Commission on Human Rights has not returned an informational questionnaire.

IV. Administrative Promulgations Pursuant to State Fair Employment Practices Legislation: The state has no administrative promulgations relevant to equal rights for women in education.

V. Other Pending or Passed Legislation: In 1974, the legislature passed a bill requiring that secondary schools which maintain basketball teams for boys maintain the same program for girls. Failure to do so prevents a school from participating in any sports event for one school year (SB 73). A similar bill in 1974 dealing with golf, tennis, track and

swimming teams failed to pass (SB 276).

VI. Equal Rights Amendment: Kentucky ratified the ERA in June, 1972.

VII. Elementary and Secondary Level Education Policies: As of 1972-1973, three per cent of 318 school superintendents were female (10) and 14 per cent of 1,418 school principals were female (200). To date, the Department of Education has not responded to an informational questionnaire.

VIII. State Commission on the Status of Women: The Commission on the Status of Women was given statutory status in 1970. During 1974, it had a budget of $27,000, increased in 1975 to $28,500. The commission has three active task forces dealing with state legislation, employment matters and dissemination of public information.

There are approximately 1,640,000 women in Kentucky.

LOUISIANA

I. State Labor Laws: The commissioner of labor has the power to investigate whether wages paid to female employees are adequate or to issue new wage orders in any occupation in which females and female minors are employed. Women employed in education are not subject to laws concerning working hours and overtime compensation. Girls under 17 years of age, however, may not be employed from 7:00p.m. to 6:00 a.m. (boys may not work from 10:00 p.m. to 6:00 a.m.). Special protective laws require that employers supply seats for female employees for their use when not engaged in active employment duties. Louisiana has no Equal Pay Act.

II. Fair Employment Practices Legislation: Louisiana has no statutory provision of general application concerning equal employment opportunity.

III. State Anti-Discrimination Agency: There is no statewide anti-discrimination agency to enforce legislation concerning equal employment opportunity.

IV. Administrative Promulgations Pursuant to State Fair Employment Practices Legislation: Louisiana has no administrative promulgations relevant to equal rights for women in education.

V. Other Pending or Passed Legislation: During 1974, a bill was defeated which would have prohibited certain forms of discrimination against teachers in the public schools (SB 512, HB 1214). Also defeated was a comprehensive fair employment practices act which would have prohibited discrimination based on sex in employment, public accommodations, education and real property transactions. The bill would have, in addition, created a Commission on Human Relations, Rights and Responsibilities to implement the law and hear complaints charging discrimination (HB 260, 1974).

VI. Equal Rights Amendment: Louisiana failed to ratify the ERA in 1972, 1974 and 1975.

VII. Elementary and Secondary Level Education Policies: As of 1972-1973, only four of 303 school superintendents were women, and 13 per cent (180) of 1,383 school principals were female. To date, the Department of Education has not responded to an informational questionnaire.

VIII. State Commission on the Status of Women: The Commission on the Status of Women was reestablished by the legislature in 1974. During both 1974 and 1975 it received an annual budget of $19,527. To date, the commission has not supplied information on its activities and publications.

There are approximately 1,870,000 women in Louisiana.

M A I N E

I. State Labor Laws: Minimum wage provisions cover all employees in all occupations, except persons employed in bona fide executive, administrative or professional capacities. The same employees are also required to be compensated at one and one-half times their regular hourly rate for work in excess of 40 hours a week. Females age 16 and over, except executives, administrators, professionals or supervisors, are restricted from working more than a nine-hour day, 54-hour week. Relaxation of this law for females is permitted for not more than 15 days per year, by written agreement between employee and employer subject to approval by the director of the Bureau of Labor and Industry. Women employed in education are not affected by any special protective laws. Maine has an Equal Pay Act prohibiting discrimination in wages on the basis of sex, administered by the Bureau of Labor and Industry.

II. Fair Employment Practices Legislation: The Human Rights Act covers all employers, unions and employment agencies. Complaints may be filed by an aggrieved individual or the Human Rights Commission itself when discrimination based on sex is believed to have occurred. The commission's powers include the right to conduct investigations, settle complaints by methods of conciliation and file a civil action in superior court for relief. The superior court hears all actions filed by the commission and decides on actions brought in the name of the commission. Aggrieved parties may also file a civil action in superior court against those committing unlawful discrimination.

III. State Anti-Discrimination Agency: During 1974, the Human Rights Commission had a budget of $130,000 ($63,000 from state sources and $67,000 of federal monies) and a total staff of 12 to implement the Human Rights Act. No information was available on the number of complaints filed, the number due to sex discrimination or the disposition of sex discrimination complaints.

IV. Administrative Promulgations Pursuant to State Fair Employment Practices Legislation: Maine has no administrative promulgations relevant to equal rights for women in education.

V. Other Pending or Passed Legislation: No legislation relevant to women in education has been introduced or passed by the legislature, 1970 to 1974.

VI. Equal Rights Amendment: Maine ratified the ERA in 1974 during a special session of the legislature.

VII. Elementary and Secondary Level Education Policies: No information was available on the number of female education administrators. To date, the State Department of Education has not developed programs or policies to combat sexism in instructional materials, courses, teacher training, community education, vocational education or career guidance. It has focused its efforts on equal employment-related matters and on implementing an affirmative action plan, effective March, 1974.

VIII. State Commission on the Status of Women: The Commission on the Status of Women was appointed by the legislature in 1973. During 1974, it had a budget of $2,210, plus $1,500 from a special appropriation of the legislature. Its current budget is $2,610. The commission has no paid staff; its volunteers are working to introduce state legislation of particular interest to women.

There are approximately 509,000 women in Maine.

MARYLAND

I. State Labor Laws: Minimum wage provisions cover all employees in all occupations, except persons employed in bona fide professional, executive or administrative capacities. The same employees are also required to be compensated at one and one-half their regular hourly rate for work in excess of 40 hours per week. Females employed in education are not affected by any special protective laws. Maryland has an Equal Pay Act prohibiting discrimination in wages on the basis of sex, enforced by the commissioner of labor or private action by employees.

II. Fair Employment Practices Legislation: The Fair Employment Practices Act covers all employers with 15 employees or more, unions and employment agencies. Complaints may be filed by an aggrieved individual or the Commission on Human Relations itself when discrimination based on sex is believed to have occurred. The commission's powers include the right to conduct investigations, settle complaints by persuasion, hold hearings and subpoena witnesses. As a result of a hearing, the commission may issue cease and desist orders, require affirmative action and initiate litigation to enforce its orders. Fines and jail sentences may be imposed; judicial review of all orders is available.

III. State Anti-Discrimination Agency: During 1974, the Commission on Human Relations had a budget of $680,726, an increase of 13 per cent over its previous year's budget. In 1974, the agency maintained a staff of 56 to implement the Maryland Fair Employment Practices Act. Between 1973 and 1974, the total number of complaints filed with the commission increased by 14 per cent to 1,805. During the same period, complaints due to sex discrimination rose 60 per cent to 384. Nearly all such complaints alleged unlawful employment practices. No information was available on the disposition of these complaints, nor the total value of affirmative action awards made to complainants.

IV. Administrative Promulgations Pursuant to State Fair Employment Practices Legislation: Guidelines on Employee Selection Procedures (1972) sets forth standards for employers on the proper use of tests and other employee selection techniques which may discriminate on the basis of sex. Selection tests must be shown to be validly predictive of job performance for each majority or minority group according to

accepted statistical procedures. Sex Discrimination Guidelines (1972) outlines procedures necessary to enforce statutory prohibitions against sex discrimination. The adopted guidelines follow those federally required, including a discussion of bona fide occupational qualifications based on sex and permissible preemployment inquiries.

V. Other Pending or Passed Legislation: In 1974, the legislature failed to pass a bill requesting the State Department of Education to evaluate sex stereotyping in textbooks used in public schools (SJR 6). Also introduced in 1974 was a measure to extend the authority of the Human Relations Commission to public and private education institutions in order to guarantee equality in the use of such facilities (HB 196). In 1972, the legislature succeeded in revising portions of the education statutes dealing with teachers' retirement and the public education system. These revisions extend retirement benefits to both sexes (SB 439) and permit females to participate in sports in the public schools on the same basis as males (HB 698). In 1972, the state constitution was amended to prohibit denial of civil rights on the basis of sex.

VI. Equal Rights Amendment: Maryland ratified the ERA in April, 1972.

VII. Elementary and Secondary Level Education Policies: No information was available on the number of female education administrators. In 1974, the State Board of Education issued a resolution concerning sex stereotyping in textbooks and other instructional materials. A committee is currently drafting guidelines for local educational agencies pursuant to the resolution. The board has also issued a proposal on the subject of sexism in teacher training but has made no definite commitments on this subject as yet. The county boards of education offer in-service workshops for credit on sexism, and in 1974, the career education task force of the State Department of Education issued a discussion of the career education needs of girls and women. Also begun in 1974 were two infant care centers within Baltimore Public High Schools which are available to high school students.

VIII. State Commission on the Status of Women: The Commission on the Status of Women became statutory in July, 1971. Its 1974 budget was $32,298. The commission regularly reports

to the Governor and the legislature on needed legislation. In addition, it has published a pamphlet on the legal rights of women.

There are approximately 2,006,000 women in the state.

MASSACHUSETTS

I. State Labor Laws: Minimum wage provisions cover all employees in all occupations. Technical and clerical workers in education are also covered by Wage Order No. 24-D. All employees, except bona fide executives, administrators, professionals or qualified trainees for such positions earning more than $80 per week, are required to be compensated at one and one-half times their regular hourly rate for work in excess of 40 hours per week. Females in all occupations, except those in bona fide executive, administrative and professional positions are restricted from working more than a nine-hour day, 48-hour week. Special protective laws prohibit females from lifting or carrying objects weighing more than 40 pounds. Massachusetts has an Equal Pay Act prohibiting discrimination in wages based on sex. It is enforced by the commissioner of the Department of Labor or by civil actions by employees.

II. Fair Employment Practices Legislation: The Fair Employment Practices Act covers all employers with eight or more employees, labor unions and employment agencies. Complaints may be filed by an aggrieved person, his or her attorney, the attorney general or the Commission Against Discrimination itself, when discrimination based on sex is believed to have occurred. The commission's powers include the right to file a petition in superior court seeking a temporary restraining order, hold hearings and subpoena witnesses. As a result of a hearing, the commission may issue cease and desist orders, require affirmative action and initiate court proceedings to enforce its orders. Judicial review may be obtained.

III. State Anti-Discrimination Agency: During 1974, the Commission Against Discrimination maintained four offices and had a budget of $900,490 to implement the Fair Employment Practices Act; this represented a 12 per cent increase over its previous year's budget. In 1974, the agency maintained a staff of 67 people. Although the total number of general discrimination complaints filed decreased three per cent from 1,600 in 1973 to 1,545 in 1974, sex discrimination complaints rose 26 per cent from 388 in 1973 to 489 in 1974. In 1973, 126 investigations were conducted and closed, 33 cases were settled by arbitration, 34 hearings were held and 7 cease and desist and affirmative action orders were issued. The

total value of affirmative action awards in 1973 was $16,445.68. Two hundred eleven cases filed in 1973 are still pending. During 1974, 197 investigations were conducted and closed, 64 cases were settled by arbitration, 17 hearings were held and 7 cease and desist and affirmative action orders were issued. The total value of affirmative action awards in 1974 was $89,659. Of cases filed in 1974, 292 are still pending.

IV. Administrative Promulgations Pursuant to State Fair Employment Practices Legislation: The Governor's Code of Fair Practices for State Agencies (1970) establishes guidelines for eliminating sex discrimination in all state agency personnel procedures and all state services and facilities. Guidelines on Sex Discrimination in Employment (1971) outlines procedures to enforce statutory prohibitions against sex discrimination. The guidelines follow those federally required, including a discussion of bona fide occupational qualifications based on sex, and permissible preemployment inquiries. Equal Pay and Maternity Benefits (1972) outlines obligations of employers to grant maternity leaves and reinstate female employees. Maternity Leave Regulations (1973) expands regulations governing the rights of female employees with respect to maternity leaves.

V. Other Pending or Passed Legislation: In 1971, the legislature passed a law which forbade the exclusion of any child from a public school or courses of study thereof on account of sex (Ch.622 of 1971 Revised Statutes). The constitution was also amended to prohibit the denial of civil rights on the basis of sex. Three bills were introduced that had implications for women in education. One proposed extending the jurisdiction of the State Commission Against Discrimination to sex discrimination in education (HB 5788). The second required equal opportunity for all public school students with respect to admissions and courses of study (HB 1395). The third required equal opportunity for women in public service employment (HB 1396). Other bills which will probably be refiled during the 1975 session include a bill requiring all occupational and guidance counselors not to discriminate on the basis of sex (HB 3303, 1974), a bill requiring that no state institutions of higher education discriminate in employ-

ment or admissions on the basis of sex (HB 1580, 1974) and a bill prohibiting discrimination in elementary and secondary schools (HB 2150, 1974).

VI. Equal Rights Amendment: Massachusetts ratified the ERA in March, 1972.

VII. Elementary and Secondary Level Education Policies: As of 1972-1973, only ten of 671 school superintendents were female, as were 20 per cent (609) of 3,124 school principals. In March, 1974, the State Board of Education adopted recommendations for school districts pursuant to the 1971 law prohibiting discrimination on the basis of sex in public schools (see "Pending or Passed Legislation"). The recommendations cover sex-stereotyped instructional materials and courses, extracurricular and athletic activities, in-service training programs on sexism and programs designed to expand the occupational horizons of students across traditional sex lines as well as programs to sensitize guidance counselors to sexism in career counseling. The recommendations enable school districts to examine existing practices and to initiate corrective actions where called for under the law.

VIII. State Commission on the Status of Women: The Commission on the Status of Women was established by the governor in 1971. Its budget for 1974 was $20,000; in 1975 this was increased to $32,000. The commission's task force on education has actively supported legislation relevant to women in the field of education. It has also proposed new legislative objectives and urged the development of affirmative action guidelines for schools. The task force surveyed a number of institutions of higher learning for information on funding sources for educating Massachusetts residents including women. In addition, the commission queried state agencies and institutions of postsecondary education in 20 states regarding their innovative programs which might be useful in improving educational opportunities for women in Massachusetts.

There are approximately 2,970,000 women in the state.

MICHIGAN

I. State Labor Laws: Minimum wage provisions cover all employees. All employees who do not have agreements which specify hours of work are restricted from working in excess of a ten-hour day. Special protective laws prohibit women from being employed in any occupation or position requiring them to lift more than 35 pounds or carry more than 20 pounds while climbing stairs, engage in any overhead lifting or stacking, engage in any task disproportionate to their strength, and from being employed in any place detrimental to their morals, health or potential capacity for motherhood. Michigan also has an Equal Pay Act prohibiting discrimination in pay on the basis of sex, enforced by the director of the Wage Deviation Board or by civil action by employees.

II. Fair Employment Practices Legislation: The Fair Employment Practices Act covers all employers with eight or more employees, labor organizations and employment agencies. Complaints may be filed with the Civil Rights Commission by an aggrieved person or his or her agent when discrimination based on sex is believed to have occurred. The commission's powers include the right to conduct investigations, settle complaints by persuasion, hold hearings and examine witnesses. As a result of a hearing, the commission may issue cease and desist orders and require affirmative action.

III. State Anti-Discrimination Agency: During 1974, the Department of Civil Rights had a budget of $4,446,000, an 11 per cent increase over its 1973 budget. In 1974, the agency maintained a staff of 258 people. Between 1973 and 1974, the total number of complaints filed declined five per cent from 3,285 to 3,100. During the same period, complaints due to discrimination based on sex decreased 18 per cent from 725 to 612. Most of these complaints alleged unfair employment practices. In 1973, 12 hearings were held and 6 affirmative action orders were issued. In 1974, eight hearings were held and three affirmative action orders were issued.

IV. Administrative Promulgations Pursuant to State Fair Employment Practices Legislation: Affirmative Action Guidelines issued by the Michigan Civil Rights Commission establishes guidelines for employers to determine whether their personnel actions, procedures and methods unfairly ex-

clude qualified workers on the basis of sex. Interpretive Guidelines of the Michigan Civil Rights Laws (1972) issued by the Civil Rights Commission resolves issues concerning the state's civil rights laws and provides advice on how to interpret laws that deal with discrimination due to sex. The Policy Statement (1972) of the Civil Rights Commission includes the commission's intentions to eliminate discrimination in employment based on sex.

V. Other Pending or Passed Legislation: During 1973, a bill was enacted which provided that a portion of state scholarship funds annually be reserved for evening and part-time students in order to facilitate the training of married women from low-income families (HB 4483). Another bill was passed in 1973 which required the secretary of education to take a biennial random survey of instructional materials to see if progress is being made toward the elimination of sex-stereotyped materials (HB 4806). No action was taken on a bill which would permit females to participate in the baseball programs of public schools (HB 5849, 1974).

VI. Equal Rights Amendment: Michigan ratified the ERA in May, 1972.

VII. Elementary and Secondary Level Education Policies: As of 1972-1973, two of 145 school superintendents were female and 20 per cent (159) of 797 school principals were female. In November, 1973, the Department of Education issued a resolution recommending the establishment of a task force to study sexism in areas of guidance, counseling, textbooks, instructional materials, school courses, teacher training programs, in-service training programs, extracurricular activities and athletics. In 1973, a motion was passed which called for consideration of the sex and race of members appointed to the State Board for Public Community and Junior Colleges.

VIII. State Commission on the Status of Women: The Women's Commission was established by the legislature in 1968 as an independent unit of the governor's office. During 1974, it had a budget of $62,000; in 1975, its budget rose to $89,000. The commission has studied state laws that affect women and has published a pamphlet that aims to clarify the Equal Rights Amendment to the U.S. Constitution.

M I C H I G A N (cont.)

One of the commission's task forces is working with state education personnel to develop career programs and eliminate sex stereotyping in the schools.

There are approximately 4,526,000 women in Michigan.

M I N N E S O T A

I. State Labor Laws: Minimum wage provisions cover all employees, except those employed in a bona fide supervisory, administrative or professional capacity, and those of a political subdivision ineligible for membership in the Public Employees Retirement Association by reason of provisions of the Minnesota statutes. All employees, except bona fide executives, administrators or professionals, are required to be compensated at one and one-half times their regular hourly rate for work in excess of 48 hours in any work week. The state and its political subdivisions may grant time off at the rate of one and one-half hours of each hour worked in excess of 48 hours weekly in lieu of monetary compensation. Minnesota has no special protective laws relevant to women employed in education. It does have an Equal Pay Act prohibiting discrimination in pay on the basis of sex, enforced by the commissioner of labor and industry or by civil actions by employees.

II. Fair Employment Practices Legislation: The Human Rights Act covers all employers with eight employees or more, labor organizations and employment agencies. An employee who believes he or she has been discriminated against on the basis of sex may file a complaint with the Department of Human Rights or the commissioner of human rights can file it. The department's powers include the right to conduct investigations, settle complaints by persuasion, file a petition in district court seeking temporary relief against discriminating employers, hold hearings and subpoena witnesses. As a result of a hearing, the department may issue cease and desist orders and require affirmative action and punitive damage awards. Judicial review of all orders may be obtained and the commissioner of human rights may petition the court to enforce its orders.

III. State Anti-Discrimination Agency: To date, the Department of Human Rights has not returned an informational questionnaire.

IV. Administrative Promulgations Pursuant to State Fair Employment Practices Legislation: Sex Discrimination Guidelines (1974) issued by the Department of Human Rights describes permissible employment procedures and membership rules. Practices discussed include permissible preemployment inquiries as to sex, pregnancy and childbirth matters, maternity leaves and absences, sex as a bona fide occu-

pational requirement, benefits and compensation. The Governor's Code of Fair Practices (1973) establishes guidelines for eliminating sex discrimination in all state agency personnel procedures and all state services and facilities.

V. Other Pending or Passed Legislation: One law passed in 1974 was relevant to women in education. It required that a biennial report be submitted to the state regarding racial and sexual distributions in institutions of higher education (HF 3347). In 1973, HF 377 became law (Ch.729). It concerned sex discrimination in employment and admissions to any public educational institution. In 1973, HF 375 was introduced but did not pass. It concerned employment or membership discrimination based on sex or disability.

VI. Equal Rights Amendment: Minnesota ratified the ERA in February, 1973.

VII. Elementary and Secondary Level Education Policies: No information was available on the number of female education administrators. The Department of Education has developed numerous programs and policies designed to combat sexism in public education. For example, the Board of Education's statement of policy, "Eliminating Sex Bias in Education," (1972) deals with sex stereotyping in instructional materials, teacher training and in-service training programs. In 1972, the State Board of Education adopted a position paper on career education designed to expand the occupational and vocational horizons of students across traditional sex lines. The 1974 report of a sex bias task force of the State Board of Education covers matters pertaining to sex stereotyping in instructional materials and courses. In 1974, the State Board of Education adopted a regulation requiring that elementary and secondary schools provide courses and activities to both sexes on an equal basis in order to be able to receive state aid. In 1971, it adopted the requirement that applicants for teaching certification must have completed a training program containing human relations components. In 1973, the board developed "Guidelines Relating to Quality Inter-Cultural and Non-Sex-Biased Education" which involved the community in educational advisory committees for the purposes of developing, implementing and evaluating intercultural and non-sex-biased educational programs.

VIII. State Commission on the Status of Women: A Women's Advisory Council was established by the legislature in 1967. The council uses the staff services and office space of the Department of Human Rights, but it has no budget of its own. A bill introduced in 1973 (HF 1397) which would have appropriated funds to the council failed to pass. To date, the council has made numerous recommendations to the Department of Education on sexism in education. Many of these have been subsequently issued as formal policy statements by the department.

There are approximately 1,941,000 women in the state.

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M I S S I S S I P P I

I. State Labor Laws: Mississippi has no state wage laws. All females in all occupations are prohibited from working in excess of a ten-hour day, 60-hour week or from working on Sundays. Mississippi has no special protective laws that affect women employees and it also lacks an Equal Pay Act prohibiting discrimination in pay on the basis of sex.

II. Fair Employment Practices Legislation: The state has no statutory provision of general application concerning equal employment opportunity.

III. State Anti-Discrimination Agency: Mississippi has no state-wide anti-discrimination agency to enforce legislation concerning equal employment opportunity.

IV. Administrative Promulgations Pursuant to State Fair Employment Practices Legislation: The state has no administrative promulgations relevant to equal rights for women in education.

V. Other Pending or Passed Legislation: No legislation relevant to women in education has been introduced or passed by the legislature in the period from 1970 to 1974.

VI. Equal Rights Amendment: No action was taken on the ERA in the 1974 legislative session.

VII. Elementary and Secondary Level Education Policies: As of 1972-1973, three of 175 school superintendents were women, as were 13 per cent (163) of 1,275 principals. To date, the Department of Education has not developed programs or policies designed to combat sexism in curriculum, instructional materials, vocational and guidance programs or teacher in-service and community training programs.

VIII. State Commission on the Status of Women: The Commission on the Status of Women was established in 1964 by legislation. It receives no budget. In 1970 it published a booklet describing its creation and membership.

There are approximately 1,143,000 women in the state.

M I S S O U R I

I. State Labor Laws: Missouri has no state wage laws. All employees in all occupations are restricted to an eight-hour work day. Special protective laws require that employers supply seats for female employees when not required by their work to remain on their feet and that separate water closets be provided for the use of employees of separate sexes. Missouri has an Equal Pay Act prohibiting discrimination in pay on the basis of sex, enforced by the Commission on Human Rights and by civil action by employees.

II. Fair Employment Practices Legislation: The Fair Employment Practices Act covers all employers with six or more employees, labor organizations and employment agencies. Complaints may be filed with the Commission on Human Rights by an aggrieved employee or the attorney general when discrimination based on sex is believed to have occurred. The commission's powers include the right to conduct investigations, settle complaints by conciliation and hold hearings. The attorney general is responsible for presenting the case in support of the complaint before the commission. As a result of a hearing, the commission may issue cease and desist orders and require affirmative action. Judicial review of all orders may be obtained and the commission may secure an order of the court to enforce its decisions.

III. State Anti-Discrimination Agency: During 1974, the Commission on Human Rights had a budget of $497,351 to implement the Fair Employment Practices Act, an increase of eight per cent over its 1973 budget. In 1974, the commission had a staff of 42 people. Between 1973 and 1974, the total number of complaints handled by the commission increased 32 per cent to 3,632. In 1974, 151 complaints filed were due to discrimination based on sex. All 151 alleged unlawful employment discrimination. During the year, 158 investigations were conducted, 83 complaints were settled by arbitration, 3 hearings were held and 1 case was left pending. During 1974, two cease and desist orders were issued and $90,650 was awarded to complainants.

IV. Administrative Promulgations Pursuant to State Fair Employment Practices Legislation: The Memorandum of Fair Employment Practices Law to Schools was sent by the Commission on Human Rights to all public school superintendents in response to inquiries regarding discrimination in the hiring,

assignment and discharge of teachers. It asserts the illegality of employment practices based on sex.

V. Other Pending or Passed Legislation: No legislation relevant to women in education has been introduced or passed by the legislature in the period from 1970 to 1974.

VI. Equal Rights Amendment: The ERA passed in the house by one vote in the 1975 legislative session. Although it has been placed on the senate calendar for consideration, to date, no action has been taken on the amendment.

VII. Elementary and Secondary Level Education Policies: No information was available on the number of female education administrators. The Department of Education has issued a list of recommendations for vocational education programs that argue for greater attention to the training and employment of women. The guidelines cover recruitment, hiring, promotions and salary adjustments in vocational education programs, as well as recommendations with regard to sex-role stereotyping in textbooks, course content and extra-curricular activities. In 1973, the department released a handbook on the accreditation of public school districts which stipulated that there be no differentiation between male and female salaries. The department has not as yet developed programs or policies to combat sexism in curriculum, courses, teacher training, in-service training, community education and career guidance.

VIII. State Commission on the Status of Women: The Commission on the Status of Women became statutory in 1967. In 1974, it received no fiscal appropriation.

There are approximately 2,420,000 women in the state.

MONTANA

I. State Labor Laws: Minimum wage provisions cover all employees, except students participating in distributive education programs, persons employed by the federal government and bona fide executives, professionals and administrators. All employees are restricted to an eight-hour day and are required to be compensated at a rate of one and one-half times their hourly wage for work in excess of 40 hours per week. Special protective laws require that employers who employ females provide suitable seats for their use when not engaged in active employment duties. Montana has an Equal Pay Act prohibiting discrimination in pay based on sex, enforced by the commissioner of labor and industry.

II. Fair Employment Practices Legislation: The Fair Employment Practices Act covers all employers, labor organizations and employment agencies, and establishes that discrimination in employment matters based on sex constitutes a misdemeanor. However, it fails to outline procedures for complaints, investigations or hearings.

III. State Anti-Discrimination Agency: In 1974, the Human Rights Bureau received a budget of $61,000 and a staff of three to implement the Fair Employment Practices Act which covered 260,649 employees. To date, seven complaints have been filed with the bureau, five of which dealt with sex discrimination. Of the five, all but one alleged unfair employment practices. All five sex discrimination cases were investigated and are still pending.

IV. Administrative Promulgations Pursuant to State Fair Employment Practices Legislation: The state has no administrative promulgations relevant to equal rights for women in education.

V. Other Pending or Passed Legislation: In 1972, Montana adopted a new state constitution which contains provisions prohibiting discrimination based on sex. In 1973, a Women's Bureau was created within the Department of Labor and Industry. In 1974, two joint resolutions were adopted (SJR 62 and HJR 63), creating an Equal Rights Study Group to facilitate implementation of the equal rights provisions of the 1972 constitution. One bill recommended by the group (LC 006) would modify the use of the male pronoun in all sections of the law. LC 0005 would make it unlawful for public and private employers to terminate a woman's

employment because of her pregnancy or otherwise penalize her. LC 0011 establishes guidelines for eliminating sex discrimination in all state agency personnel procedures and all state services and facilities. To date, none of these bills have become law.

VI. Equal Rights Amendment: Montana ratified the ERA in 1974.

VII. Elementary and Secondary Level Education Policies: Of 30 states surveyed in 1972-1973, Montana had the highest proportion of female education administrators. Twenty-one per cent (50) of 235 superintendents were female, as were 12 per cent (77) of 619 principals. The state has not developed programs or policies to combat sex stereotyping in instructional materials, teacher training or vocational and school guidance, but the Board of Public Education is preparing to issue a statement on these matters in the near future. The board has also distributed a summary of requirements pursuant to Title IX of the Education Amendments of 1972.

VIII. State Commission on the Status of Women: The Commission on the Status of Women was established in May, 1972. It had no budget in 1974, but its budget for fiscal year 1975 is $28,000. In October, 1972, the commission began to publish a statewide newsletter primarily aimed at the passage of the ERA.

There are approximately 347,000 women in the state.

NEBRASKA

I. State Labor Laws: Minimum wage provisions cover all employees, except bona fide executives, professionals, administrators, supervisors and those employed by the federal government, the state or any political subdivision thereof. Nebraska has no laws restricting hours of work or overtime compensation. Special protective laws require that employers supply seats for female employees when not required by their work to remain on their feet and that separate toilet facilities be provided for the use of employees of separate sexes. Nebraska also has an Equal Pay Act prohibiting discrimination in pay on the basis of sex, enforced by the commissioner of labor and by civil actions by employees.

II. Fair Employment Practices Legislation: The Fair Employment Practices Act covers all employers with 25 employees or more, labor organizations and employment agencies. Complaints may be filed with the Equal Employment Opportunity Commission by an aggrieved employee when discrimination based on sex is believed to have occurred. The commission's powers include the right to conduct investigations, settle complaints by conciliation, hold hearings and subpoena witnesses. As a result of a hearing, the commission may issue cease and desist orders and require affirmative action. Judicial review of all orders may be obtained and the commission may secure a decree of the court to enforce its orders. Violations of commission orders may result in a fine or imprisonment.

III. State Anti-Discrimination Agency: In 1973, the Equal Opportunity Commission had a budget of $98,960 and a staff of ten to implement the Fair Employment Practices Act. The following year its budget increased 19 per cent to $118,074. During 1973, 368 complaints were filed, 115 of which alleged discrimination based on sex. No information was available on the disposition of these complaints, but eight hearings were held in 1973.

IV. Administrative Promulgations Pursuant to State Fair Employment Practices Legislation: The state has no administrative promulgations relevant to equal rights for women in education.

V. Other Pending or Passed Legislation: No legislation relevant to women in education has been introduced or passed by the legislature in the period from 1970 to 1974.

VI. Equal Rights Amendment: Nebraska ratified the ERA in March, 1972. In 1974, however, the voters approved a referendum repealing support for the ERA.

VII. Elementary and Secondary Level Education Policies: As of 1972-1973, 8.5 per cent of 469 school superintendents were female (40), as were 15 per cent (166) of 1,114 school principals. The State Board of Education has not developed programs or policies to combat sexism in curriculum, courses, teacher training, vocational education or school guidance.

VIII. State Commission on the Status of Women: Nebraska currently has no State Commission on the Status of Women. In Omaha, however, there is a mayor's commission which was activated in 1972 and operates out of the mayor's budget. The Mayor's Commission on the Status of Women includes an education committee which aims to eliminate sexism and sex stereotyping in the public schools as well as to reform teacher training programs.

There are approximately 759,000 women in the state.

NEVADA

I. State Labor Laws: Minimum wage provisions cover all employees in all occupations except employees of the state, counties, cities or towns. Females employed for less than eight hours a day or six days a week (if wages are computed on a weekly basis) are paid wages computed on a full daily or weekly rate. Employers may require female employees to serve a probationary period during which they may be paid below the minimum wage; however, females may not be required to serve more than one such period for the same employer, regardless of type of work performed, or for any other employer where the work is similar. All female employees, except those employed as executives or supervisors and those employed by the state, cities, counties or towns, are restricted from working more than eight hours a day in any 13-hour period or more than 48 hours or six days in any calendar week. Female employees who work in excess of 48 hours per week or eight hours per day are required to be compensated at one and one-half times their regular hourly rate. Special protective laws require that employers supply seats for female employees for their use when not engaged in active employment duties. Employers who employ five or more males and three or more females must also provide separate toilets for each sex. Nevada has an Equal Pay Act prohibiting discrimination in pay on the basis of sex, enforced by the district attorney of each county and by civil action by employees.

II. Fair Employment Practices Legislation: The Fair Employment Practices Act covers all employers with 15 employees or more, labor organizations and employment agencies. Complaints may be filed by an aggrieved person with the labor commissioner when discrimination based on sex or age is believed to have occurred. The labor commissioner may initiate an investigation of sex discrimination complaints and hold public hearings. If persons engaged in sex discrimination do not cease and desist, the commissioner may apply to district court for an injunction against continued unfair practice. The court may then hear the case. Aggrieved parties may apply to district court for orders granting or restoring rights to which he or she is entitled under the law.

III. State Anti-Discrimination Agency: To date, the labor commissioner has not returned an informational questionnaire.

N E V A D A (cont.)

IV. Administrative Promulgations Pursuant to State Fair Employment Practices Legislation: The state has no administrative promulgations relevant to equal rights for women in education.

V. Other Pending or Passed Legislation: No legislation relevant to women in education has been introduced or passed by the legislature in the period from 1970 to 1974.

VI. Equal Rights Amendment: Nevada rejected the ERA in 1975.

VII. Elementary and Secondary Level Education Policies: As of 1972-1973, Nevada had no female superintendents of education and only five of its 224 principals were female (2 per cent). In October, 1974, the State Textbook Commission requested that the State Department of Education establish a Sex Stereotyping and Textbook Study Team. At the same time, an ad hoc committee was appointed to study sexism in schools. The Department of Education has developed a Training Manual which aims to achieve equality of job opportunity in the department through in-service training. In addition, the department developed an Affirmative Action Program for Equal Employment Opportunities and a bibliography dealing with sex discrimination, affirmative action and equal rights. Each year, equal education opportunity workshops are held for department staff, and documents issued in 1973 and 1974 have discussed career development programs. Nevada has joined the State Departments of Education in Alaska, California, Idaho, Oregon and Washington in a multi-state project to assist school districts in eliminating sex discrimination.

VIII. State Commission on the Status of Women: Nevada has no Commission on the Status of Women.

There are approximately 241,000 women in the state.

NEW HAMPSHIRE

I. State Labor Laws: Minimum wage provisions and wage-setting procedures cover all employees, except employees below the age of 18 or with less than six months' experience. The same employees are not required to work more than a ten-hour day. Special protective laws require that employers supply seats for female employees for their use when not engaged in active employment duties. New Hampshire has an Equal Pay Act prohibiting discrimination in pay on the basis of sex, enforced by the labor commissioner and by civil action by employees.

II. Fair Employment Practices Legislation: The Law Against Discrimination covers all employers with six employees or more, labor organizations and employment agencies. Complaints may be filed with the Commission on Human Rights by an aggrieved person, his or her attorney and the attorney general when discrimination based on sex is believed to have occurred. The commission's powers include the right to conduct investigations, settle complaints by persuasion, hold hearings and subpoena witnesses. As a result of a hearing, the commission may issue cease and desist orders and require affirmative action. The commission may also obtain a court order to enforce its decision. Judicial review of all orders may be obtained.

III. State Anti-Discrimination Agency: During 1974, the Commission for Human Rights had a budget of $25,000 to implement the Law Against Discrimination, which affected approximately 330,000 employees. This budget represented a 47 per cent increase over its previous year's funds. During 1974, the commission had a staff of three people. Between 1973 and 1974, the total number of complaints filed with the commission increased 63 per cent to 185. During the same period, complaints due to discrimination based on sex increased 47 per cent to 106. The majority of all such complaints alleged unlawful employment practices. During 1974, 68 complaints were investigated, 31 were settled by arbitration, 3 hearings were held, 18 cease and desist orders were issued and 9 affirmative action awards were made. Affirmative action awards totaled $25,000 in 1973 and $50,000 in 1974.

IV. Administrative Promulgations Pursuant to State Fair Employment Practices Legislation: New Hampshire has no administrative promulgations relevant to women in education.

NEW HAMPSHIRE (cont.)

V. Other Pending or Passed Legislation: In 1974, the New Hampshire constitution was amended to prohibit denial of civil rights on the basis of sex.

VI. Equal Rights Amendment: New Hampshire ratified the ERA in March, 1972.

VII. Elementary and Secondary Level Education Policies: As of 1972-1973, four of 88 school superintendents were female, as were 46 (ten per cent) of its 443 school principals. To date, the Department of Education has not responded to an informational questionnaire.

VIII. State Commission on the Status of Women: The Commission on the Status of Women was made statutory in 1969. Its budget for both 1974 and 1975 was $13,000. The commission conducts workshops and seminars on the subject of sexism in education.

There are approximately 377,000 women in the state.

NEW JERSEY

I. State Labor Laws: Minimum wage provisions cover all employees. All employees except executive, professionals or administrators are required to be compensated at one and one-half times their regular hourly rate for work in excess of 40 hours per week. New Jersey has no special protective laws relevant to women employed in education. It does have an Equal Pay Act prohibiting discrimination in pay on the basis of sex, enforced by the commissioner of labor and by civil action by employees.

II. Fair Employment Practices Legislation: The Law Against Discrimination covers all employers, labor organizations and employment agencies. Complaints may be filed with the Division of Civil Rights by an aggrieved person, his or her attorney, the attorney general, the commissioner of labor and industry and the commissioner of education. The attorney general, as head of the Division of Civil Rights, conducts investigations, settles complaints by persuasion, holds hearings and subpoenas witnesses. As a result of a hearing, the division may issue cease and desist orders, require affirmative action and bring civil actions in the supreme court to enforce its orders. Judicial review of all orders may be obtained and failure to comply with a division order may be punishable by a fine or imprisonment.

III. State Anti-Discrimination Agency: During 1974, the Division of Civil Rights maintained a staff of 86 and had a budget of $1,200,000 to implement the Law Against Discrimination which affected the entire employed population of the state. The budget represented an increase of 23 per cent over its previous year's funds. Between 1973 and 1974, the total number of complaints filed with the division rose 15 per cent to 1,824. During the same period, complaints due to discrimination based on sex increased 31 per cent to 355. During 1974, 103 were settled by conciliation, 40 hearings were held and 2,474 were in various procedural stages. Affirmative action awards totaled $22,669 in 1973 and $12,433 in 1974.

IV. Administrative Promulgations Pursuant to State Fair Employment Practices Legislation: Employment Advertising Guidelines, adopted in 1972 by the New Jersey Division of Civil Rights, establishes guidelines for eliminating sex discrimination

in the advertising of jobs, union membership and apprentice programs. The Governor's Code of Fair Practices (1965) establishes guidelines for eliminating sex discrimination in all state agency personnel procedures and all state services and facilities. Rules and Preemployment Inquiries establishes guidelines concerning acceptable questions prior to employment and sets forth guidelines for employers on the use of tests and other employee selection techniques that may discriminate on the basis of sex.

V. Other Pending or Passed Legislation: Numerous bills relating to women in education have been introduced since 1970. During the 1970-1971 legislative session, three bills were introduced to prohibit sex discrimination in education; all three died in committee (A 1085, A 403, A 563). In the 1972-1973 session, two bills dealing with the prohibition of sex discrimination in school athletic programs were introduced and assigned to committee (A 978, A 1543); no action has been taken on these bills. A bill which would compensate individuals experiencing retaliation as a result of filing discrimination complaints also died in committee (A 2373). Enacted in 1972-1973 was a bill prohibiting discrimination in the state's public schools, but the bill fails to make explicit reference to discrimination based on sex (A 823, Ch.380, 1970). During the 1974 session, it was proposed that the state constitution be amended to prohibit denial of civil rights on the basis of sex (ACR 67). Although attempts were made to revive legislation dealing with discrimination in school athletic programs, no further action has been taken (A 454). A bill which would provide grants for in-service training for teachers regarding the role of women in American history is still in committee (A 1708). A similar bill requiring all American history courses in public schools to give adequate attention to the role of women is also still in committee (A 1723). The sole relevant piece of legislation which passed in 1974 appropriated $150,000 for the establishment of a Division on Women in the Department of Community Affairs (A 1518). In 1975, the New Jersey Civil Rights Act was amended to prohibit discrimination in all public elementary and secondary schools. The bill is modeled after Title IX of the Education Amendments of 1972 and covers admissions to schools, participation in school programs and employment-related matters (Title VI of N.J.A. Code, Subtitle A, Ch.4).

VI. Equal Rights Amendment: New Jersey ratified the ERA in April, 1972.

VII. Elementary and Secondary Level Education Policies: No information was available on the number of female education administrators in New Jersey. The State Department of Education has issued a recommended set of by-laws ancillary to a resolution adopted in 1973 which committed the state to providing full equal educational opportunity in all its school programs and activities. These recommendations cover school athletic programs, curriculum guidelines, instructional material (N.J.S.A. 18A:36-20). In 1973, the New Division of Vocational Education issued recommendations to all superintendents of schools concerning equal opportunity for women in all vocational fields.

VIII. State Commission on the Status of Women: The Commission on the Status of Women became statutory in 1969. Its funding ceased in June, 1974, however, and it has been superseded by a new Division on Women within the Department of Community Affairs. The latter agency received a budget of $150,000 for its operations.

There are approximately 3,701,000 women in the state.

NEW MEXICO

I. State Labor Laws: Minimum wage provisions cover all employees in all occupations, except executives, administrators, professionals, foremen, supervisors, superintendents, employees of the federal, state or local government, and students of primary, secondary, vocational and training schools working after school or during vacations. Females age 16 and over employed in a variety of occupations, including office work, are restricted from working in excess of an eight-hour day, 48-hour week. During emergencies, two hours a week of overtime is allowed at a compensation rate of one and one-half times the regular hourly rate of pay. Special protective laws require that employers supply seats for female employees for their use when not engaged in active employment duties. New Mexico lacks an Equal Pay Act.

II. Fair Employment Practices Legislation: The Human Rights Act covers all employers with four employees or more, labor organizations and employment agencies. Complaints may be filed with the Human Rights Commission by an aggrieved person or by a member of the commission, when discrimination based on sex is believed to have occurred. The commission's powers include the right to conduct investigations, settle complaints by persuasion, petition district court for injunctive relief, hold hearings and subpoena witnesses. As a result of a hearing, the commission may issue cease and desist orders and require affirmative action. Judicial review of all orders may be obtained. If the commission's orders are not obeyed, the attorney general or the district attorney may secure enforcement by a district court.

III. State Anti-Discrimination Agency: During 1974, the Human Rights Commission had a budget of $102,000 to implement the Human Rights Act, a 21 per cent increase over its previous year's budget. In 1974 the commission also had a staff of eight persons. Between 1973 and 1974, the total number of complaints filed with the commission decreased from 791 to 608. During the same period, complaints due to discrimination based on sex also decreased, from 158 to 102. No information was available on the disposition of these cases.

IV. Administrative Promulgations Pursuant to State Fair Employment Practices Legislation: New Mexico has no administrative promulgations relevant to women in education.

N E W M E X I C O (cont.)

V. Other Pending or Passed Legislation: The New Mexico state constitution was recently amended to prohibit the denial of civil rights under law on account of sex. In 1973, a Senate Joint Memorial was issued which requested implementation of a non-discriminatory school athletic program (SJM 2). It was referred to the Education Committee and no action was taken on it.

VI. Equal Rights Amendment: New Mexico ratified the ERA in February, 1973.

VII. Elementary and Secondary Level Education Policies: As of 1972-1973, none of the 119 school superintendents was a woman and 39 (5 per cent) of 764 principals were female. The Textbook Division of the State Department of Education prepared and presented a position paper urging the elimination of sex bias in instructional materials. To date, however, the State Board of Education has taken no action on this recommendation. The board has adopted a regulation prohibiting discrimination in noncontact, interscholastic athletic programs. After collecting information on the budgets and expenditures of athletic departments in the public schools, the board is also asking schools to justify their expenditure of more money for boys' programs relative to girls' programs.

VIII. State Commission on the Status of Women: The New Mexico Commission on the Status of Women became a statutory body in July, 1974. A budget of $45,000 appropriated for 1975 provides for a full-time director and staff. The commission has established task forces in the areas of legislation and affirmative action and has begun a talent bank.

There are approximately 515,000 women in the state.

NEW YORK

I. State Labor Laws: Minimum wage provisions and wage-setting procedures cover all employees in all occupations, except executives, administrators and professionals; students working for nonprofit educational institutions; and employees of the federal, state or municipal government or political subdivisions thereof. The same employees (except those covered by special minimum wage orders) are required to be compensated at one and one-half times their regular hourly rate for work in excess of 40 hours per week. Special protective laws prohibit the employment of females within four weeks after childbirth. Laws also stipulate that females required by their employers to take physical examinations be permitted to have a female examining doctor or to have another female present if a male physician conducts the examination. New York has an Equal Pay Act prohibiting discrimination in pay on the basis of sex, enforced by the industrial commissioner and by civil action by employees.

II. Fair Employment Practices Legislation: The Human Rights Law covers all employers with four or more employees, labor organizations and employment agencies. Complaints may be filed by an aggrieved individual, his or her attorney, the industrial commissioner, the attorney general or the Division of Human Rights, when discrimination based on sex is believed to have occurred. The division's powers include the right to conduct investigations, settle complaints by persuasion, hold hearings and subpoena witnesses. As a result of a hearing, the division may issue cease and desist orders and require affirmative action and compensatory damage awards. Failure to abide by a division order may provoke the division to petition the supreme court for a temporary restraining order. Judicial review of all orders may be obtained and a Human Rights Appeal Board may hear appeals by any party appearing before the Division of Human Rights. Failure to abide by court-backed orders may result in the levying of fines and jail sentences.

III. State Anti-Discrimination Agency: During 1974, the Division of Human Rights had a budget of $4,323,600 and a staff of 259 to implement the Human Rights Act which affected approximately 7.4 million employees. In 1973, a total of 3,502 complaints were filed with the division, 998 of which alleged sex discrimination. Most sex discrimination complaints dealt with employment practices. During the

first nine months of 1974, 904 sex discrimination complaints were filed, 823 of which concerned employment practices. Although no information was available on the disposition of complaints filed in 1974, 884 investigations were conducted and 113 hearings were held during 1973. As of December, 1973, 283 cases were still pending and 36 cease and desist orders had been issued.

IV. Administrative Promulgations Pursuant to State Fair Employment Practices Legislation: Lawful and Unlawful Preemployment Inquiries and Inquiries Made After Selection (1973) discusses inquiries which are permissible and those which discriminate on the basis of sex both before and after an applicant has been hired. New York Advertisement Specifications (1973) discusses want ads which discriminate on the basis of sex. Guidelines for Research and Research by Civil Service Departments (1973) stipulate that employees and civil service applicants may be required to supply information as to sex for research purposes, including testing the validity of employee selection techniques. New York Pregnancy Guidelines treats pregnancy and childbirth as temporary disabilities and forbids employment policies which exclude employees because of sex. The commencement and duration of pregnancy leaves is left solely up to the employee. Fringe Benefits (1973) discusses methods of allocating employment fringe benefits to avoid discrimination based on sex.

V. Other Pending or Passed Legislation: In 1972, a bill was introduced in the legislature which would have made it an unlawful discriminatory practice for any state, public or private educational institution to refuse to admit persons to any program or activity on the basis of sex, marital and parental status or sexual orientation (A 9551). Although no action was taken on this bill, a similar bill was enacted in 1972 which covered only public elementary and secondary schools (S 5430). Excluded from coverage were private schools, vocational education institutions and institutions of higher education. Three bills introduced in 1974 failed to pass. The first required schools to spend equal amounts on athletic programs for girls and boys (A 100030, S 8434). The second bill prohibited discrimination in the admission of students to education institutions (A 5952). The third prohibited discrimination in student housing in educational institutions (A 10145). A law was passed in 1973 which re-

quired that a portion of state scholarship funds be reserved annually for evening and part-time students to facilitate the training of married women from low-income families (A 2217).

VI. Equal Rights Amendment: New York ratified the ERA in May, 1972.

VII. Elementary and Secondary Level Education Policies: As of 1972-1973, nine of 366 school superintendents were female. This information does not include superintendents in the state's city schools. In 1972, the State Education Department issued A Statement of Policy and Proposed Action by the Board of Regents which committed the state to providing equal opportunity for women in education and employment. The policy focuses on affirmative action, elimination of sex-role stereotyping in schools through revision of instructional materials, curriculum and in-service training programs, and extension of equal opportunities for women as students and faculty members in higher education. At the present time, state department curriculum bulletins are under review for evidence of sex-role stereotyping and model curriculum material is being prepared. In August, 1974, the State Department of Education issued revised regulations governing physical education in all public and private schools. The regulations require that males and females have comparable opportunities for participation in intramural and interscholastic activities. In addition, male and female pupils are permitted to participate on the same teams in interschool athletic competition with the exception of football, basketball, baseball, field or ice hockey. In schools that provide separate competition for male and female pupils, a female may, in exceptional cases, be permitted to play on a male team, but males may not participate on teams organized for females. However, if no separate competition is specifically provided for males and females, no pupil can be excluded from competition.

VIII. State Commission on the Status of Women: The Women's Unit was established within the Executive Department in 1967. It operates as part of the Executive Chamber and receives no separate appropriation. The unit serves as a liaison between various women's groups in the state and the legislature and makes recommendations to the legislature on specific areas of interest to women.

There are approximately 9,522,000 women in the state.

NORTH CAROLINA

I. State Labor Laws: Minimum wage provisions cover all employees in all occupations, except students engaged in part-time work and employees of any unit of government, public schools, county or city boards of education or educational nonprofit organizations. All employees 18 and over, except those engaged in a bona fide office, foremanship, clerical, supervisory, professional or executive capacity, are required to be compensated at one and one-half times their regular hourly rate of pay for work in excess of a ten-hour day, 56-hour week or 12 days in any period of 14 consecutive days. Special protective laws require that employers who employ males and females supply separate toilets separated by full and substantial walls. North Carolina has no Equal Pay Act.

II. State Fair Employment Practices Legislation: The state has no statutory provisions of general application concerning equal employment opportunity in private employment. However, discrimination in public employment is prohibited. (See "Administrative Promulgations Pursuant to State Fair Employment Practices Legislation")

III. State Anti-Discrimination Agency: North Carolina has no statewide anti-discrimination agency to enforce legislation concerning equal employment opportunity.

IV. Administrative Promulgations Pursuant to State Fair Employment Practices Legislation: Sections of the State Personnel System of the North Carolina General Statutes (1971) provide for equal employment opportunity in all state departments and agencies. However, the law outlines no enforcement procedures.

V. Other Pending or Passed Legislation: In 1973, an act was ratified to guarantee equal educational opportunity in the state's public schools (SB 1238). Introduced but not passed were an Equal Pay for Equal Work Act (HB 1065, 1973) and a bill to appropriate $25,000 for the State Commission on the Education and Employment of Women (HB 1807, 1973).

VI. Equal Rights Amendment: The ERA was rejected in 1973 in both the house and the senate. State law forbade consideration of the amendment in the 1974 legislative session.

VII. Elementary and Secondary Level Education Policies: No information was available on the number of female education administrators in North Carolina. In 1974, the State Department of Public Instruction began the New Pioneers Project to analyze and eliminate sex bias in occupational education courses. Later in the year, a statewide conference was held for guidance counselors on sex bias in public instruction. As part of the New Pioneers Project, plans are also being made for a statewide in-service course on sex-role stereotyping, a statewide task force on sexism in public schools and a project to analyze sex bias in occupational education. A "Document of Suggested Policies and Strategies for the Elimination of Sex Bias in Public Schools" is being considered for adoption by the State Board of Education. It deals with instructional materials and curriculum.

VIII. State Commission on the Status of Women: The Commission on the Status of Women was established in 1967 by legislation. The commission's budget for 1974 was $18,130. This increased to $43,633 in 1975. The commission is presently working on a document that will contain current statistics on the status of women in North Carolina. The commission also serves as a clearinghouse for information on employment, self-protection, education and legal matters. In 1972, the commission published a handbook entitled North Carolina Women and the Law which answered questions concerning the legal status of women in a variety of settings.

There are approximately 2,594,000 women in the state.

NORTH DAKOTA

I. State Labor Laws: Minimum wage orders cover all employees in professional, technical, clerical and similar occupations. Persons employed by a city with a population of 5,000 or more are limited to an eight-hour day, 56-hour work week; there are no laws requiring overtime compensation. Special protective laws forbid women and minors from working in surroundings detrimental to their health or morals. Females below the age of 16 may not be employed in occupations requiring constant standing. North Dakota has an Equal Pay Act prohibiting discrimination in pay on the basis of sex which is enforced by the commissioner of labor and by civil action by employees.

II. Fair Employment Practices Legislation: The state currently has no statutory provisions of general application concerning equal employment opportunity. The legislature recently defeated a bill which would put North Dakota in compliance with Title VII of the Civil Rights Act concerning fair employment practices (HB 1039).

III. State Anti-Discrimination Agency: North Dakota has no statewide anti-discrimination agency to enforce legislation concerning equal employment opportunity.

IV. Administrative Promulgations Pursuant to State Fair Employment Practices Legislation: The state has no administrative promulgations relevant to equal rights for women in education.

V. Other Pending or Passed Legislation: No legislation relevant to women in education has been introduced or passed by the legislature in the period from 1970 to 1974.

VI. Equal Rights Amendment: North Dakota ratified the ERA in February, 1975.

VII. Elementary and Secondary Level Education Policies: No information was available on the number of female education administrators in North Dakota. To date, the state has not developed programs or policies to combat sex stereotyping in instructional materials, teacher training or vocational education and school guidance. One high school, however, has received a grant for a women's studies curriculum.

VIII. State Commission on the Status of Women: The Commission on the Status of Women was established in 1972 as part of the Governor's Council on Human Resources. Its budget for both 1974 and 1975 was $21,000. Three task forces have been formed in the areas of education, social issues and legal and civic matters. The commission's goals include the ratification of the ERA (recently accomplished) and appointment of women to boards and commissions.

There are approximately 306,000 women in the state.

O H I O

I. State Labor Laws: Minimum wage provisions cover all employees in all occupations, except bona fide executives, administrators and professionals. All employees are required to be compensated at one and one-half times their regular hourly rate for work in excess of 40 hours per work week. Females in any occupation, except executives, professionals, administrators, supervisors or teachers, are restricted from working in excess of an eight-hour day, 48-hour, six-day work week. Special protective laws prohibit females under the age of 18 from being employed in work requiring constant standing. Employers must supply females with separate lunchrooms, a 30-minute period for meals and seating facilities for their use when not engaged in active work duties. In addition, suitable and separate toilets must be provided for every 25 women in every work place. Females are barred from employment requiring frequent or repeated lifting of weights over 25 pounds. Ohio has an Equal Pay Act prohibiting discrimination in pay on the basis of sex, enforced by the director of industrial relations and by civil action by employees as individuals and as members of a class.

II. Fair Employment Practices Legislation: The Fair Employment Practices Act covers all employers with four employees or more, labor organizations and employment agencies. Complaints may be filed with the Civil Rights Commission by an aggrieved person when discrimination based on sex is believed to have occurred. The commission's powers include the right to conduct investigations, settle complaints by persuasion, hold hearings and subpoena witnesses. As a result of a hearing, the commission may issue cease and desist orders and require affirmative action. Judicial review of all orders may be obtained and the court may enforce or modify commission orders, as well as grant temporary restraining orders. Failure to comply with a court-backed order may result in fines.

III. State Anti-Discrimination Agency: During 1974, the Civil Rights Commission had a budget of $2,131,000 to implement the Fair Employment Practices Act which affected approximately 3,220,385 employees. The budget represented a 92 per cent increase over its 1973 budget of $1,109,751 and a 62 per cent increase over its 1973 staff. The total number of discrimination complaints filed with the agency in 1974 was 3,866, a 55 per cent increase over the 2,491 filed in

1973. During 1974, 680 complaints alleged sex discrimination. Most of these dealt with employment practices. All 680 cases were investigated, 15 hearings were held and 623 cases are still pending. As yet, no cease and desist orders or affirmative action awards have been issued.

IV. Administrative Promulgations Pursuant to State Fair Employment Practices Legislation: The state has no administrative promulgations relevant to equal rights for women in education.

V. Other Pending or Passed Legislation: In 1973, legislation was introduced, but not acted upon, which prohibited discrimination in admissions and the award of scholarships to state educational institutions (HB 884). A second bill introduced that year permitted females to participate with men in public schools on the same athletic teams (HB 708); it failed to become law.

VI. Equal Rights Amendment: Ohio ratified the ERA in February, 1974, and by executive order created a task force to facilitate its implementation.

VII. Elementary and Secondary Level Education Policies: As of 1972-1973, only two of 1,092 school superintendents were female, as were 11 per cent (572) of 5,064 school principals. In 1965, the State Board of Education released an equal employment opportunity plan banning discrimination based on sex. The board is currently holding public hearings on standards for teacher education and certification, and the Department of Education has released policy statements concerning sexism in career guidance and curriculum materials. The legislature is reviewing the school code textbook regulations with the intention of making recommendations in line with Title IX of the Education Amendments of 1972. The task force established to facilitate implementation of the ERA is also conducting seminars on community education.

VIII. State Commission on the Status of Women: The Advisory Commission on the Status of Women became statutory in 1970, but in 1971, the legislature failed to appropriate funds for it (SB 334). In May, 1974, the commission published a pamphlet entitled "Guidebook for Ohio Women: Employment Discrimination" which attempted to inform women of their rights as employees.

There are approximately 5,489,000 women in Ohio.

O K L A H O M A

I. State Labor Laws: Minimum wage provisions cover all employees in all occupations, except bona fide executives, administrators and professionals, federal workers and employees of employers of fewer than 10 persons. Females employed in any establishment employing more than five women are restricted to a nine-hour day, 54-hour week. Oklahoma has no special protective laws that affect women employees, but it does have an Equal Pay Act prohibiting discrimination in pay on the basis of sex.

II. Fair Employment Practices Legislation: The Civil Rights Act covers all employers with 25 employees or more, labor organizations and employment agencies. Complaints may be filed with the Human Rights Commission by an aggrieved person, his or her attorney, the attorney general or a non-profit organization chartered to combat discrimination, when discrimination based on sex is believed to have occurred. The commission's powers include the right to conduct investigations, settle complaints by persuasion, hold hearings and subpoena witnesses. As a result of a hearing, the commission may require affirmative action and the cessation of all discriminatory practices. At the end of a year, the commission must investigate to ascertain whether terms of agreement have been complied with. If such methods fail, the commission may issue a cease and desist or affirmative action order, and may petition district court to issue a restraining order. Judicial review of all orders may be obtained.

III. State Anti-Discrimination Agency: To date, the Human Rights Commission has not returned an informational questionnaire.

IV. Administrative Promulgations Pursuant to State Fair Employment Practices Legislation: The state has no administrative promulgations relevant to equal rights for women in education.

V. Other Pending or Passed Legislation: In 1973, the legislature passed a bill which eliminated the exemption previously enjoyed by educational institutions from anti-discrimination law (HB 1454).

VI. Equal Rights Amendment: Oklahoma rejected the ERA early in 1975.

VII. Elementary and Secondary Level Education Policies: As of 1972-1973, 63 (8.2 per cent) of the state's 764 school superintendents were female, and 165 (7 per cent) of its 2,274 principals were female. The State Department of Education has conducted workshops to sensitize school guidance counselors to opportunities available to women in the world of work. In 1974, the state director of vocational and technical education issued a memorandum to directors of vocational and technical schools concerning sexism. No other programs have been developed to combat sexism in instructional materials, courses, teacher training or guidance.

VIII. State Commission on the Status of Women: The Commission on the Status of Women was established in 1972. It receives no budget and is not active at the present time.

There are approximately 1,313,000 women in the state.

O R E G O N

I. State Labor Laws: Minimum wage provisions cover all employees, except employees of the federal government, those covered by the Fair Labor Standards Act, professional, executive and administrative workers or employees of the state and local government. Oregon has no laws dealing with hours of work that are relevant to women employed in the field of education. It has an Equal Pay Act which prohibits discrimination in pay based on sex in all occupations. It is enforced by the Wage and Hour Commission and by civil actions by employees. The state's protective labor laws prohibit female employees from lifting heavy weights and require that employers supply seats for female employees for their use when not engaged in active employment duties.

II. Fair Employment Practices Legislation: The Fair Employment Practices Act covers all employers, labor organizations and employment agencies. Complaints may be filed by an aggrieved person, his or her attorney, the attorney general, or the commissioner of the Bureau of Labor, when discrimination based on sex is believed to have occurred. The commission's powers include the right to conduct investigations, settle complaints by persuasion, hold hearings and subpoena witnesses. As a result of a hearing, the commission may issue cease and desist orders which may be enforced by a court injunction. Judicial review of all orders may be obtained. Violations of court-backed orders may result in fines or jail sentences or both.

III. State Anti-Discrimination Agency: During 1973 to 1975, the Bureau of Labor had a budget of $1,130,222, a grant of $18,500 from the Equal Employment Opportunity Commission, and a total staff of 32 employees to implement the Fair Employment Practices Act. During 1974, 805 complaints were filed with the bureau. This represented an increase of 16 per cent over the number filed the previous year. Between 1973 and 1974, the number of complaints due to sex discrimination decreased 46 per cent, from 326 to 223. The majority of these complaints alleged unfair employment practices. During 1973, 136 sex discrimination complaints were investigated. In 1974, 111 cases were investigated.

IV. Administrative Promulgations Pursuant to State Fair Employment Practices Legislation: The state has no administrative promulgations relevant to equal rights for women in education.

V. Other Pending or Passed Legislation: In 1973, the legislature passed a bill appropriating $50,000 to the Bureau of Labor for monitoring and enforcing the affirmative action programs of the state (SB 555). Three bills affecting women in education are expected in the 1975 legislative session. The first would prohibit sex discrimination in all public education programs, including higher education (LC 492-1). The second would establish an educational coordinating council to conduct studies of factors affecting the employment of men and women in educational administrative positions (LC 492-2). The third would authorize schools to belong to voluntary organizations that regulate or facilitate interschool programs and activities, provided that such organizations do not discriminate on the basis of sex (LC 266).

VI. Equal Rights Amendment: Oregon ratified the ERA in February, 1973.

VII. Elementary and Secondary Level Education Policies: As of 1972-1973, 5.3 per cent of the school superintendents and 12.1 per cent of the school principals were women. In 1974, the State Department of Education's Intergroup Human Relations Commission issued a task force report dealing with sex bias in instructional materials. Sex bias in instructional materials was also included in the criteria for selection of state-adopted textbooks issued by the State Textbook Commission in November, 1974. The Department of Education has issued internal affirmative action plans and has conducted in-service workshops dealing with sex discrimination, as well as statewide workshops concerning career options for girls and women. Oregon has joined with the State Departments of Education of Alaska, California, Idaho, Nevada and Washington in a multi-state program to assist school districts in eliminating sex discrimination.

VIII. State Commission on the Status of Women: The Commission on the Status of Women was established in 1964. Its budget for 1974 was $2,000. During 1972-1973, the commission surveyed all public and private high schools to determine the status of career counseling services for women. Presently, the commission is surveying physical education facilities and activities for girls and women in state schools. The

commission has also been active in the areas of employment and affirmative action.

There are approximately 1,067,000 women in the state.

PENNSYLVANIA

I. State Labor Laws: Minimum wage provisions cover all employees, except employees of a government subdivision, employees in bona fide executive, administrative or professional capacities, students working part-time for his or her school or employees covered by the Fair Labor Standards Act. The same employees are required to be compensated at a rate of one and one-half times their regular hourly rate of pay for work in excess of 40 hours per week. All females 18 years of age and older, except administrative, executive or professional employees with certain salary levels, are restricted from working more than a ten-hour day, 48-hour, six-day week. Females may not be required to work more than six consecutive hours without a 30-minute meal or rest period. Special protective laws require that employers supply one seat for every three females employed in any establishment, separate toilets and clean drinking water. Females may not be employed in any occupation dangerous to their life, limb or morals, and employers of females must post copies of state labor laws. Pennsylvania has an Equal Pay Act prohibiting discrimination in pay on the basis of sex, enforced by the secretary of the Department of Labor and Industry and by civil action by employees.

II. Fair Employment Practices Legislation: The Human Relations Act covers all employers with four employees or more, labor organizations and employment agencies. Complaints may be filed by an aggrieved person, the attorney general or the Human Relations Commission itself when discrimination based on sex is believed to have occurred. The commission's powers include the right to conduct investigations, settle complaints by persuasion, hold hearings and subpoena witnesses. As a result of a hearing, the commission may issue cease and desist orders and require affirmative action. The commission may petition a court to enforce its orders and notify the appropriate licensing authority if the respondent is a licensee of the state. Judicial review may be obtained. Failure to comply with court-backed orders may result in fines or imprisonment.

III. State Anti-Discrimination Agency: During 1974, the Human Relations Commission had a budget of $2,030,200 and a federal grant of $195,000 to implement the Human Relations Act. Between 1973 and 1974, the number of discrimination complaints filed with the commission increased 28 per cent to 1,773. During the same period,

complaints due to discrimination based on sex increased 115 per cent to 538. The majority of such complaints alleged unfair employment practices. Little information was available on the disposition of these complaints. In 1973 and 1974, $5,500,000 was awarded to complainants.

IV. Administrative Promulgations Pursuant to State Fair Employment Practices Legislation: Employee Selection Procedures (1971) sets forth standards for employers on the proper use of tests and other employee selection techniques which may discriminate on the basis of sex. Selection tests must be shown to be validly predictive of job performance for each majority or minority group according to accepted statistical procedures. Discrimination Guidelines (1971) outlines procedures to enforce statutory prohibitions against sex discrimination. The adopted guidelines follow those federally required, including a discussion of bona fide occupational qualifications based on sex, preemployment inquiries and maternity leaves.

V. Other Pending or Passed Legislation: In 1972, the legislature enacted a fair educational opportunities act which prohibited sex discrimination in educational policy (HB 1000). The law outlined unfair educational practices in state-owned institutions with respect to admissions, pre-admissions inquiries, suspension, the denial of facilities and retaliation. In 1974, the Education Committee reviewed a bill that would require the State Board of Education to adopt a plan for career education (HB 1077, 1973). The Education Committee is considering the Open College Act which would create a temporary institution to provide postsecondary education for men and women otherwise unable to pursue a traditional educational program (SB 1472, 1974). In addition, the state constitution was recently amended to prohibit denial of civil rights on the basis of sex.

VI. Equal Rights Amendment: Pennsylvania ratified the ERA in September, 1972.

VII. Elementary and Secondary Level Education Policies: No information was available on the number of female education administrators in Pennsylvania. The Department of Education has developed numerous programs and policiies designed to combat sexism in public education. The school administrators' memorandum released in September, 1972, outlined sexism

in education in the areas of curriculum, instructional materials, in-service training, counseling and career guidance, employment and day care centers. The Education Code of 1974 reflects the state's goal of equal education opportunity with affirmative action in programs and activities. A "Self-Study Guide to Sexism in Schools," issued in 1974 by the State Department of Education, assists schools, students and community groups in eliminating sexism in schools. Images of Women, 1973, is a bibliography of feminist resources for Pennsylvania schools that was issued by the Department of Education. Teacher education and in-service training programs designed to eliminate patterns of prejudice are the subject of a Department of Education document entitled "Program Approval Guidelines for Intergroup Education" (1972). Females' opportunities in vocational education programs are discussed in "State-Federal Plan for Vocational Education" (1974) and in an amendment to the state code making vocational education part of the state's comprehensive education programs.

VIII. State Commission on the Status of Women: The Commission on the Status of Women was created by administrative action in February, 1972. Its budget in 1974 was $77,000; it increased to $105,000 in 1975. The commission releases a weekly column to all Pennsylvania newspapers, women's organizations and individuals. In addition, the commission has established a resource library as a clearinghouse for information and complaints.

There are approximately 6,128,000 women in the state.

RHODE ISLAND

I. State Labor Laws: Minimum wage provisions cover all employees, except federal employees and those employed in bona fide executive, administrative or professional positions. The same employees are required to be compensated at a rate of one and one-half times their regular hourly rate for work in excess of 40 hours per week. Females and minors are prohibited from working in excess of a nine-hour day, 48-hour week; but females employed in education are not affected by any special protective laws. Rhode Island has an Equal Pay Act prohibiting discrimination in wages on the basis of sex, enforced by the director of labor and by civil actions by employees.

II. Fair Employment Practices Legislation: The Fair Employment Practices Act covers all employers with four employees or more, labor organizations and employment agencies. Complaints may be filed by an aggrieved individual, an organization chartered to combat racism or the Commission for Human Rights itself, when discrimination based on sex is believed to have occurred. The commission's powers include the right to conduct investigations, settle complaints by persuasion, hold hearings and subpoena witnesses. As a result of a hearing, the commission may issue cease and desist orders and require affirmative action. The commission may obtain a decree of the court for the enforcement of its orders, and all orders are subject to judicial review.

III. State Anti-Discrimination Agency: During 1974, the Commission for Human Rights had a budget of $135,204 to implement the Fair Employment Practices Act. This represented an increase of 11 per cent over its previous year's budget. In 1974, the commission had a staff of nine persons. Between 1973 and 1974, the total number of complaints filed with the commission increased by 40 per cent to 213, and complaints due to sex discrimination rose 53 per cent to 85. In 1974, 16 complaints were settled by arbitration, two hearings were conducted and two cease and desist orders were issued. The total value of affirmative action awards made to complainants in 1974 was $13,000.

IV. Administrative Promulgations Pursuant to State Fair Employment Practices Legislation: The state has no administrative promulgations relevant to equal rights for women in education.

V. Other Pending or Passed Legislation: In 1974, a bill failed to pass which would have required the adoption of instructional materials that portray the contributions of women as well as men (S 367).

VI. Equal Rights Amendment: Rhode Island ratified the ERA in April, 1972.

VII. Elementary and Secondary Level Education Policies: No information was available on the number of female education admistrators in Rhode Island. While the Department of Education has developed an affirmative action program, it has not developed policies or programs designed to combat sexism in curriculum, instructional materials, teacher certification and training, guidance programs or vocational education.

VIII. State Commission on the Status of Women: The Commission on the Status of Women was created by legislation in 1970. Its budget for 1974 was $10,215 and in 1975 it received $14,776. The commission has published pamphlets on employment, legal rights, sexism in higher education, consumer education and divorce law reform.

There are approximately 482,000 women in the state.

S O U T H C A R O L I N A

I. State Labor Laws: South Carolina has no state wage or hours laws that affect females employed in education. Special protective laws require that employers supply separate and sufficient water closets where two or more males and two or more females are employed. South Carolina lacks an Equal Pay Act prohibiting discrimination in pay based on sex.

II. Fair Employment Practices Legislation: The Human Affairs Law covers all state departments, state agencies and local subdivisions thereof. It does not cover private employers, labor organizations or employment agencies. Individuals may file a complaint with the South Carolina Commission on Human Affairs when discrimination based on sex is believed to have occurred. The executive director of the commission assigns someone to investigate complaints, and attempts to resolve them by conciliation. Hearings may be held and orders may be issued requiring that discriminatory practices be discontinued or other affirmative action be taken.

III. State Anti-Discrimination Agency: In 1974, the Commission on Human Affairs had a budget of $247,107 to implement the state's Human Affairs Law. This represented a 197 per cent increase over its 1973 budget of $83,282. In 1974, the commission had a staff of 25. The total number of complaints filed with the commission in 1973 was 60. In 1974, this increased to 110. Fifty-seven complaints filed with the commission in 1974 alleged discrimination based on sex. Of these, 24 were investigated and six complaints were settled by arbitration.

IV. Administrative Promulgations Pursuant to State Fair Employment Practices Legislation: The state has no administrative promulgations relevant to equal rights for women in education.

V. Other Pending or Passed Legislation: In 1974, the legislature passed a bill which opened Winthrop College to attendance by men as well as women (HB 2578).

VI. Equal Rights Amendment: The legislature rejected the ERA in 1973.

VII. Elementary and Secondary Level Education Policies: No information was available on the number of female education administrators. The State Department of Education has supplied local

school districts with up-to-date information concerning federal laws that deal with discrimination on the basis of race or sex. To date, however, the department has not developed policies or programs designed to combat sexism in education institutions.

VIII. State Commission on the Status of Women: To date, the commission has not supplied information on its budget and activities.

There are approximately 1,318,000 women in the state.

SOUTH DAKOTA

I. State Labor Laws: Minimum wage provisions cover all employees age 18 or over in all occupations. Women employed in education are not subject to any laws concerning working hours, overtime compensation or special facilities. South Dakota has an Equal Pay Act prohibiting discrimination in pay on the basis of sex, enforced by civil action by employees.

II. Fair Employment Practices Legislation: The Human Relations Act covers all employers, labor organizations and employment agencies. Complaints may be filed by an aggrieved employee, the attorney general or the Commission on Human Relations itself, when discrimination based on sex is believed to have occurred. The commission's powers include the right to conduct investigations, settle complaints by conciliation, hold hearings and subpoena witnesses. As the result of a hearing, the commission may issue cease and desist orders and require affirmative action. Judicial review of all orders may be obtained and the commission may secure a court order for enforcement of its decisions.

III. State Anti-Discrimination Agency: During 1974, the Commission on Human Relations had a budget of $55,380 to implement the Human Relations Act. This represented a 61 per cent increase over its 1973 budget of $33,700. In 1974, the commission had a staff of three persons. Between 1973 and 1974, the total number of complaints filed with the commission increased 32 per cent to 83. In 1974, 49 complaints alleged discrimination based on sex. This represented a 48 per cent increase over the number of sex discrimination complaints filed in 1973. All sex discrimination complaints filed during 1973 and 1974 dealt with unlawful employment practices. In 1974, 37 complaints were investigated, 11 complaints were settled by conciliation and three hearings were held. One cease and desist order and one affirmative action order were issued, and a total of $48,063 was awarded to complainants.

IV. Administrative Promulgations Pursuant to State Fair Employment Practices Legislation: An Act Authorizing Local Fair Employment Legislation (1970) authorizes municipalities to investigate discriminatory actions on the local level.

S O U T H D A K O T A (cont.)

V. Other Pending or Passed Legislation: In 1973, the Human Relations Act was amended to include provisions prohibiting discrimination on the basis of sex in state educational institutions. In 1974, the legislature appropriated $50,000 for the creation of a special task force to conduct research on the needs of women (HB 793). The legislature also repealed a law which prohibited the distribution of unemployment benefits because of pregnancy (SB 53, 1974).

VI. Equal Rights Amendment: South Dakota ratified the ERA in February, 1973.

VII. Elementary and Secondary Level Education Policies: As of 1972-1973, only one of the 188 school superintendents was a woman and females comprised 7.9 per cent (53) of the state's 667 school principals. To date, the Department of Education has not responded to an informational questionnaire.

VIII. State Commission on the Status of Women: The Commission on the Status of Women became statutory in 1973. It received a budget of $7,000 for 1974. Its budget for 1975 is $12,000. The commission oversees a special task force created by the legislature in 1974 with a budget of $50,000. In addition, it conducts research on the status of women in the state.

There are approximately 335,000 women in the state.

TENNESSEE

I. State Labor Laws: Tennessee has no state wage laws. Females and minors under age 16 in all occupations are restricted from working more than a 10-hour day, 50-hour week. Protective laws require that employers supply separate toilet facilities for males and females. Tennessee has no Equal Pay Act.

II. Fair Employment Practices Legislation: The state has no statutory provisions of general application concerning equal employment opportunity.

III. State Anti-Discrimination Agency: Tennessee has no statewide anti-discrimination agency to enforce legislation concerning equal employment opportunity.

IV. Administrative Promulgations Pursuant to State Fair Employment Practices Legislation: The Governor's Code of Fair Practices (1972) prohibits sex discrimination in all state agencies. The code also designates the Commission for Human Development as the agency to monitor and implement this order.

V. Other Pending or Passed Legislation: In 1974, the legislature passed a law which permitted teachers to treat absences due to pregnancy as sick leaves (SB 1743).

VI. Equal Rights Amendment: Tennessee ratified the ERA in April, 1972. In 1974, however, the voters approved a referendum to rescind ratification.

VII. Elementary and Secondary Level Education Policies: No information was available on the number of female education administrators. To date, the Department of Education has not developed programs or policies designed to combat sexism in curriculum, courses, teacher training, in-service training, community education, vocational education or career guidance. The department is in the process of writing an affirmative action plan.

VIII. State Commission on the Status of Women: The Commission on the Status of Women became statutory in 1974. Its budget for 1974 was $25,000. In 1975, its budget rose to $30,200. The commission serves as a clearinghouse for information concerning women, and operates a talent bank to recommend qualified women for positions on state boards and commissions.

There are approximately 2,026,000 women in the state.

T E X A S

I. State Labor Laws: Minimum wage provisions cover all employees, except students under age 20, bona fide executives, administrators or professionals, and those covered by the Fair Labor Standards Act. Females in all occupations except executives, administrators and professionals may not be required to work in excess of a nine-hour day, 54-hour week. Protective laws require that employers provide seating facilities for female employees, separate toilet facilities for each sex and maintain conditions not injurious to the morals of female employees. Texas has an Equal Pay Act prohibiting discrimination in pay on the basis of sex which covers all female employees performing public service for the state, enforced by civil action by employees.

II. Fair Employment Practices Legislation: Texas has no fair employment practice act to forbid discrimination in employment on the basis of sex. However, discrimination in public employment is forbidden. (See "Admimistrative Promulgations Pursuant to State Fair Employment Practices Legislation")

III. State Anti-Discrimination Agency: The state has no statutory provision of general application concerning equal employment opportunity. In 1974, however, the Governor's Equal Employment Opportunity Office was established to formally handle complaints of discrimination brought by state employees. The office had an initial budget of $378,705 and a staff of 21. During the period November, 1973, to October, 1974, 143 complaints were filed with the agency. Six per cent of these alleged discrimination based on sex.

IV. Administrative Promulgations Pursuant to State Fair Employment Practices Legislation: Discrimination in Public Employment (1971) prohibits discrimination on the basis of sex in all state services and state personnel procedures. Aggrieved persons may institute civil actions for preventive relief against officers or employers of the state who discriminate. Violation of this Act constitutes a misdemeanor and is punishable by a fine or by imprisonment.

V. Other Pending or Passed Legislation: In 1972, the Texas constitution was amended to guarantee equality regardless of sex. In 1973, Sec.13-905 of the Education Code was amended to treat pregnancy leaves as a temporary disability.

T E X A S (cont.)

VI. Equal Rights Amendment: Texas ratified the ERA in March, 1972.

VII. Elementary and Secondary Level Education Policies: No information was available on the number of female education administrators. In 1974, the State Board of Education issued a policy statement promoting accurate representation of men and women in all textbooks. Textbooks submitted for statewide adoption are reviewed to ensure compliance with this policy. Basic Learner Outcomes, published by the Texas Education Agency in 1973, sensitizes students to sex-role stereotyping in the area of career education. To date, the State Department of Education has not developed programs or policies to combat sexism in the areas of teacher training, in-service training, community education or vocational schools.

VIII. State Commission on the Status of Women: Texas has no state Commission on the Status of Women. Several municipal commissions exist in the larger cities, but they operate without a budget.

There are approximately 5,716,000 women in the state.

U T A H

I. State Labor Laws: Minimum wage provisions cover all women and minors in various occupations. Female employees may only be permitted to work overtime on a voluntary basis. Women may not be required to work longer than five hours without at least a one-half hour rest and food period. Utah protective laws require that employers of six or more females supply restrooms equipped with couches and chairs, and maintain comfortable temperature conditions. Employers must provide separate toilets for women, and where women are employed as clerks they must provide chairs for their use. Utah has an Equal Pay Act prohibiting discrimination in pay on the basis of sex, enforced by civil action by employees.

II. Fair Employment Practices Legislation: The Anti-Discrimination Act covers all employers with 25 employees or more, labor organizations and employment agencies. Complaints may be filed with the Industrial Commission by an aggrieved individual or his or her attorney, when discrimination based on sex is believed to have occurred. The commission's powers include the right to conduct investigations, settle complaints by conciliation and hold hearings. As a result of a hearing, the commission may issue cease and desist orders and require affirmative action. Review of all orders may be obtained and the commission may petition the court to enforce its orders.

III. State Anti-Discrimination Agency: During 1974, the Human Relations Commission had a budget of $47,800 and a staff of three to implement the Anti-Discrimination Act. This represented a 28 per cent increase over the previous year's budget. In 1973, 410 complaints were filed and 209 of these alleged discrimination based on sex. All 209 were investigated, 129 were settled by arbitration, 30 are still pending and 40 were referred to the Equal Employment Opportunity Commission. No information was available on 1974 complaints.

IV. Administrative Promulgations Pursuant to State Fair Employment Practices Legislation: Regulations and Guidelines on Sex Discrimination (1966) outlines procedures to enforce statutory prohibitions against sex discrimination. The adopted guidelines follow those federally required, including a discussion of bona fide occupational qualifications based on sex and permissible preemployment inquiries. The Governor's Code of Fair Practices (1965)

establishes guidelines for eliminating sex discrimination in all state agency personnel procedures and all state services and facilities. Regulation on Help Wanted Advertising (1966) outlines discriminatory practices on the basis of sex in help wanted advertising.

V. Other Pending or Passed Legislation: Since its adoption, the Utah state constitution has provided that males and females should enjoy all civil, political and religious rights and privileges equally.

VI. Equal Rights Amendment: Utah rejected ratification of the ERA in February, 1975.

VII. Elementary and Secondary Level Education Policies: No information was available on the number of female education administrators. In 1974, the State Board of Education developed an affirmative action plan for equal employment opportunities. The board also declared its commitment to textbooks and other curriculum materials that portray a nonstereotyped image of the roles of men and women. A position paper released in 1971-1972 deals with sports for women. It promotes sports programs for girls which complement the "feminine image and the attributes of women."

VIII. State Commission on the Status of Women: The Commission on the Status of Women became statutory in 1973. Its budget for 1974 was $3,000. To date, the commission has not supplied information on its activities and publications.

There are approximately 536,000 women in Utah.

VERMONT

I. State Labor Laws: Minimum wage provisions cover all employees in all occupations, except those employed in bona fide executive, administrative or professional capacities, employees of the federal or state government or any political subdivision thereof, and students. The same employees are also required to be compensated at a rate of one and one-half times their regular hourly rate for work in excess of 40 hours per week. Vermont has no special protective laws or laws restricting hours of work that affect women employed in education. Vermont has an Equal Pay Act prohibiting discrimination in pay based on sex, but the law does not specify an enforcement procedure.

II. Fair Employment Practices Legislation: The Fair Employment Practices Act makes it unlawful for employers, labor organizations and employment agencies to discriminate in employment on the basis of sex. Unlawful violations of the act can result in fines up to $500. However, the act fails to outline a complaint procedure, an investigation procedure or a hearing procedure.

III. State Anti-Discrimination Agency: Vermont has no statewide anti-discrimination agency to enforce legislation concerning equal employment opportunity.

IV. Administrative Promulgations Pursuant to State Fair Employment Practices Legislation: The state has no administrative promulgations relevant to equal rights for women in education.

V. Other Pending or Passed Legislation: No legislation relevant to women in education has been introduced or passed by the legislature in the period from 1970 to 1974.

VI. Equal Rights Amendment: Vermont ratified the ERA in February, 1973.

VII. Elementary and Secondary Level Education Policies: As of 1972-1973, 4.8 per cent (4) of 83 school superintendents were female, as were eight per cent (19) of 226 school principals. The state has not developed programs or policies designed to combat sex stereotyping in instructional

materials, teacher training, vocational education or school guidance. The Department of Education has canvassed school superintendents on the problem of sexism, and has prepared a list of recommended nonsexist books for school use. School personnel have attended conferences dealing with women in employment and the department is currently interpreting Title IX regulations to ensure compliance.

VIII. State Commission on the Status of Women: The Governor's Commission on the Status of Women was created by Executive Order in 1969. The commission's budget for 1974 was $1,000; in 1975, it increased to $2,550. The commission is allotted an additional $19,250 for a full-time staff. The commission has worked closely with the Department of Education in their canvass of school superintendents.

There are approximately 227,000 women in the state.

V I R G I N I A

I. State Labor Laws: Females over age 17 in any occupation, except bookkeepers, stenographers, office assistants and managers, are restricted from working in excess of a nine-hour day, 48-hour week. Protective laws require that employers supply seats for female employees when not required to remain on their feet by their work. Employers employing four or more persons, including both sexes, are required to provide separate toilet facilities with separate entrances. Virginia has no Equal Pay Act prohibiting discrimination in pay on the basis of sex.

II. Fair Employment Practices Legislation: The state has no statutory provision of general application concerning equal employment opportunity.

III. State Anti-Discrimination Agency: Virginia has no statewide anti-discrimination agency to enforce legislation concerning equal employment opportunity.

IV. Administrative Promulgations Pursuant to State Fair Employment Practices Legislation: The state has no administrative promulgations relevant to equal rights for women in education.

V. Other Pending or Passed Legislation: The Virginia state constitution was recently amended to prohibit the classification of females as a separate group for the purposes of unfair treatment. The mere separation of the sexes, however, is not considered discrimination.

VI. Equal Rights Amendment: The ERA was rejected in both the Senate and House in 1974, and most recently was buried by committee action.

VII. Elementary and Secondary Level Education Policies: As of 1972-1973, two of 253 school superintendents were women, and 18 per cent (344) of 1,893 school principals were women. To date, the Department of Education has not responded to an informational questionnaire.

VIII. State Commission on the Status of Women: The Commission on the Status of Women was established by the legislature in 1970. The commission's budget for both 1974 and 1975 was $6,000. In 1974, the Fairfax County Commission on Women published a report entitled "Quality in Education: A Study of Sex Bias in the Fairfax County Public Schools."

It gave detailed information on employment differentials based on sex in the public school system and on school policies, rules and regulations which were discriminatory.

There are approximately 2,351,000 women in the state.

W A S H I N G T O N

I. State Labor Laws: Minimum wage laws and wage-setting procedures cover all employers who employ women in all occupations, except the federal, state and local governments. Employees in bona fide administrative, executive or professional positions are also excluded. Females employed in education are not affected by any laws dealing with hours of work or overtime compensation. Protective laws require that employers who employ females provide suitable seats for their use when not engaged in active employment duties. Washington has an Equal Pay Act prohibiting discrimination in pay on the basis of sex, enforced by the director of labor and industry.

II. Fair Employment Practices Legislation: The Law Against Discrimination in Employment covers all employers with eight employees or more, labor organizations and employment agencies. Complaints may be filed by an aggrieved person, his or her attorney or the Human Rights Commission itself, when discrimination based on sex is believed to have occurred. The commission's powers include the right to conduct investigations, settle complaints by persuasion, hold hearings and subpoena witnesses. As a result of a hearing, the commission may issue cease and desist orders and require affirmative action. The commission may petition the court to enforce its orders, and failure to comply with commission orders constitutes a misdemeanor. Judicial review of all orders is available.

III. State Anti-Discrimination Agency: During 1973 and 1974, the Human Rights Commission operated on an annual budget of $60,000 and had a staff of 45 to implement the Law Against Discrimination. In 1973 and 1974, the total number of complaints filed increased 41 per cent, from 1,200 to 1,700. During the same period, complaints due to discrimination based on sex increased 20 per cent, from 750 to 900. No information was available on the disposition of these complaints.

IV. Administrative Promulgations Pursuant to State Fair Employment Practices Legislation: Sex Discrimination in Employment (1973) outlines procedures to enforce statutory prohibitions against sex discrimination, and discusses employment practices which discriminate against women because of pregnancy or childbirth.

V. Other Pending or Passed Legislation: In 1971, the law concerning the reemployment of state and higher education employees was amended to include preference for eligible veterans and their widows (SB 857). In 1972, the state constitution was amended to prohibit denial of civil rights on the basis of sex (HJR 61, 1972). Subsequently, a bill was passed which amended the laws of the state to bring them into conformity with the new constitutional amendment (SB 2502, 1973). In 1973, the law dealing with retirement benefits for pregnant women who stop work was amended (HB 1061). Under the new law, employment termination is determined by federal or state statute, administrative rule or regulation.

VI. Equal Rights Amendment: Washington ratified the ERA in March, 1973.

VII. Elementary and Secondary Level Education Policies: As of 1972-1973, none of the state's 257 school superintendents were female; 51 (3 per cent) of 1,392 school principals were female. In 1974, the Board of Education recommended criteria to ensure that instructional materials in the public schools objectively portray the contributions of both sexes. Currently under preparation is a procedure designed to assist in the selection of educational materials free of sex bias. Teacher training programs came under close scrutiny in a conference held in 1974 with the superintendent of public instruction and other educational officials. In 1974, the superintendent requested publishers to submit samples of nonsexist materials for in-service training programs with education staff and district personnel. The Department of Education has developed several programs and policies to broaden the occupational horizons of both males and females in the state school system. The most prominent of these is "Operation Guidance." Many of the state's community colleges have women's studies courses and continuing education programs. In addition, two of the state's high schools operate day care centers for infants. Sexism in education has been the subject of a number of Department of Education surveys. In 1973, a Task Force on Women and Girls in Education surveyed sexism in educational programs. "The Role of a State Department of Education in Eliminating Sexism in Schools" discusses measures to eliminate sexism in schools.

Recommendations include: employment practices that enhance opportunities for women, including child care facilities, part-time employment and training programs; programs to eliminate sex-stereotyped guidance and training programs; methods of introducing sexism in the basic education evaluation process; in-service and pre-service programs to help teachers to work in a nonsexist manner; and policies to equalize facilities and expenditures for female athletic programs. The study also gives statistics on male and female employees by job classification and male and female enrollments in vocational education programs. Washington, along with the State Departments of Education in Alaska, California, Idaho, Nevada and Oregon, is part of a multi-state project to assist school districts in eliminating sex discrimination.

VIII. State Commission on the Status of Women: The Commission on the Status of Women was reconstituted in 1971. Its budget for 1974 was $39,536. In 1975, it received an appropriation of $47,178. To date, the commission has not supplied information on its activities and publications.

There are approximately 1,715,000 women in the state.

W E S T V I R G I N I A

I. State Labor Laws: Minimum wage provisions cover all employees, except those employed by the federal government, bona fide executives, administrators and professionals. Employees are required to be compensated at a rate of one and one-half times their regular hourly rate for work in excess of 46 hours per week. All employees appear to be covered by maximum hours provisions. West Virginia has no special protective laws relevant to women employed in education. An Equal Pay Act prohibiting discrimination in pay on the basis of sex is enforced by the commissioner of labor and by civil action by employees.

II. Fair Employment Practices Legislation: The Human Rights Act covers all employers with 12 employees or more, labor organizations and employment agencies. Complaints may be filed by an aggrieved person, the attorney general or the Human Rights Commission itself, when discrimination based on sex is believed to have occurred. The commission's powers include the right to conduct investigations, settle complaints by persuasion, hold hearings and subpoena witnesses. As a result of a hearing, the commission may issue cease and desist orders and require affirmative action. The commission may petition the court to enforce its orders, and judicial review of all orders is available. Failure to obey a commission order may be punishable by imprisonment or a fine or both.

III. State Anti-Discrimination Agency: During 1974, the Human Rights Commission had a budget of $222,052 and a staff of 23 to administer the Human Rights Act. This represented an increase of 11 per cent over its previous year's budget. Between 1973 and 1974, the total number of complaints filed rose 15 per cent to 193. During the same period, complaints due to discrimination based on sex increased six per cent to 48. The majority of such complaints alleged unfair employment practices. In 1974, two hearings were held. No additional information was available on the disposition of these complaints.

IV. Administrative Promulgations Pursuant to State Fair Employment Practices Legislation: Discrimination: Public Employment (1965) establishes guidelines for eliminating sex discrimination in all state agencies, personnel procedures and state services and facilities.

W E S T V I R G I N I A (cont.)

V. Other Pending of Passed Legislation: To date, the legislative service agency has not provided information on legislation relevant to women in education from 1970 to 1974.

VI. Equal Rights Amendment: West Virginia ratified the ERA in April, 1972.

VII. Elementary and Secondary Level Education Policies: No information was available on the number of female education administrators. To date, the Department of Education has not developed programs or policies designed to combat sexism in curriculum, instructional materials, vocational education, guidance counseling or teacher training programs. A resolution will soon be presented to the State Board of Education for adoption which deals with the incorporation of nonsexist materials and concepts into instructional programs. In addition, a program has been funded to sensitize guidance counselors to sexism in career counseling. As part of that project, a manual entitled "A Project on Female Career Exploration" has been developed to assist counselors in areas relating to sexism.

VIII. State Commission on the Status of Women: West Virginia does not have a Commission on the Status of Women.

There are approximately 900,000 women in the state.

W I S C O N S I N

I. State Labor Laws: Minimum wage provisions cover all employees. All employees except bona fide executives and professionals are prohibited from working in excess of a nine-hour day, 48-hour week. Employees over the age of 18 must be compensated at a rate of one and one-half times their regular hourly rate for work in excess of nine hours per day or 48 hours per week. Females may not be required to work during hours when such work might be injurious to their health. Wisconsin has no additional special protective laws relevant to women employed in education, but does have an Equal Pay Act prohibiting discrimination in pay on the basis of sex, enforced by the Department of Industry, Labor and Human Relations.

II. Fair Employment Practices Legislation: Wisconsin's Fair Employment Practices Act covers all employers, labor organizations and employment agencies. Any person who believes that he or she has been discriminated against on the basis of sex may file a complaint with the Department of Industry, Labor and Human Relations. The department's powers include the right to conduct investigations, settle complaints by persuasion, hold hearings and subpoena witnesses. As a result of a hearing, the department may issue cease and desist orders and require affirmative action. Judicial review of all orders may be obtained.

III. State Anti-Discrimination Agency: To date, the Wisconsin Department of Industry, Labor and Human Relations has not returned an informational questionnaire.

IV. Administrative Promulgations Pursuant to State Fair Employment Practices Legislation: Sex Discrimination Guidelines (1973) prohibits employment practices that exclude employees on the basis of sex. It also establishes that disabilities caused by pregnancy and childbirth may be treated as temporary sick leaves.

V. Other Pending or Passed Legislation: In 1971, the legislature approved a bill prohibiting discrimination based on sex in the employment, assignment or reassignment of public school teachers. Subsequently, reference to sex was deleted from the bill and it died in committee (AB 472). Passed in 1971 was a bill permitting the Department of Health and Social Services to maintain coeducational programs and institutions for delinquent youth (SB 292).

In 1973, two laws were enacted dealing with the pregnant student. One prohibited school authorities from forcing pregnant girls to withdraw from educational programs (AB 412). The second committed the state to providing full educational programs for students with exceptional educational needs, including pregnant students (SB 185). Introduced in 1973, but not passed, was a comprehensive bill to prohibit distinctions based on sex in the Wisconsin statutes (AB 23). Had the bill passed, it would have affected laws pertaining to the use of educational facilities without regard to sex, the employment of teachers (except where sex was shown to be a bona fide occupational requirement) and a wide variety of other topics.

VI. Equal Rights Amendment: Wisconsin ratified the ERA in April, 1972.

VII. Elementary and Secondary Level Education Policies: No information was available on the number of female education administrators. The problem of sexism in instructional materials has been the focus of a number of recent programs and publications issued by the Wisconsin Department of Public Instruction. An advisory task force on sex-role stereotyping created in 1974 has developed two slide presentations, "Hidden Bias" and "Bias in Textbooks," and publications listing children's books that feature blacks and women have all related to sex-role stereotyping. Administrative Code Requirements in Human Relations (1973) outlined human relations requirements in teacher training programs, including subjects dealing with nonsexist education approved by the state superintendent. In addition, in-service human relations workshops that dealt in part with sexism were conducted in 1974 in a number of Wisconsin's cities, and more are projected for 1975. In the area of teacher training in physical education, the Department of Public Instruction has urged that physical education teachers of both sexes receive similar training. Counseling for female students has been the subject of several publications issued by the department (e.g., Guidelines for Pupil Services, 1973, and a forthcoming article in Guidelines by Constance R. Ahrons). A workshop on promoting the development of women and girls was held in February, 1975, for all public and private school counselors. In addition, a state task force is currently developing a new state career development plan to be incor-

porated into local curriculum which will deal with sexism. The state's schools have experienced an upsurge in the number of women enrolled in agriculture and agribusiness programs. Moreover, all home economics programs must be nonsexist in order to qualify for state funding; in 1974, a program was begun to increase the visibility of nonsex-role stereotyped home economics courses. Sexism in postsecondary vocational education was the subject of a policy statement issued by the Board of Vocational, Technical and Adult Education. The statement addressed equal educational opportunity, as well as recruitment and promotion of women in professional employment. In March, 1975, the board will conduct a seminar on sexism for vocational and technical school counselors.

VIII. State Commission on the Status of Women: The Commission on the Status of Women received legislative recognition in 1973. During 1974 and 1975, it received an annual budget of $20,000. It conducts conferences and has written publications on women's issues. The commission's activities include attempts to eliminate sex bias in textbooks, equalize athletic and extracurricular activities for the two sexes and increase the number of female school administrators.

There are approximately 2,250,000 women in the state.

W Y O M I N G

I. State Labor Laws: Minimum wage provisions cover all employees, except employees of the federal, state or local government. Women employed in education are not covered by any laws restricting hours of work or requiring overtime compensation. Protective laws require that employers supply seats for female employees under the age of 18, and that no girl under the age of 18 be required to stand constantly. Wyoming has an Equal Pay Act prohibiting discrimination in pay on the basis of sex, enforced by the labor commissioner and by civil action by employees.

II. Fair Employment Practices Legislation: The Fair Employment Practices Act covers all employers with two employees or more, labor organizations and employment agencies. Complaints may be filed by an aggrieved employee, his or her attorney or the Fair Employment Commission itself, when discrimination based on sex is believed to have occurred. The commission's powers include the right to conduct investigations, settle complaints by persuasion, hold hearings and subpoena witnesses. As the result of a hearing, the commission may issue cease and desist orders and require affirmative action. The commission may petition the court to enforce its orders.

III. State Anti-Discrimination Agency: During 1974, the Fair Employment Commission had a budget of $20,600 and a staff of three to enforce the state's Fair Employment Practices Act. Between 1973 and 1974, the total number of complaints filed decreased 12 per cent to 47. During the same period, complaints due to sex discrimination increased from 13 to 17. In 1974, five complaints were settled by arbitration and one hearing was held. The remainder were either dismissed or settled in some other manner. The commission projects that sex discrimination will comprise approximately 80 per cent of the total complaints filed in the future.

IV. Administrative Promulgations Pursuant to State Fair Employment Practices Legislation: The state has no administrative promulgations relevant to equal rights for women in education.

V. Other Pending or Passed Legislation: No legislation relevant to women in education has been introduced or passed by the legislature in the period from 1970 to 1974. Since its adoption, the Wyoming state constitution has contained an equal rights provision based on sex.

W Y O M I N G (cont.)

VI. Equal Rights Amendment: Wyoming ratified the ERA in January, 1973.

VII. Elementary and Secondary Level Education Policies: As of 1972-1973, one of 90 school superintendents was female, and 18 per cent (78) of 438 school principals were female. The state has developed no explicit programs or policies to combat sexism in curriculum, instructional materials, teacher training and guidance programs. Local school boards, however, are legally required to hire personnel without regard to sex.

VIII. State Commission on the Status of Women: The Commission on the Status of Women was created by statute in 1969. Its annual budget for both 1973 and 1974 was $11,500. In 1974, the Education Committee of the commission issued a report on vocational education and career guidance programs. The commission has also held a number of seminars on topics relevant to women, including employment, legal rights and educational opportunities. The commission operates a talent bank and expects to supply names of qualified women to the governor for appointment to public office.

There are approximately 66,000 women in the state.

DATA CHARTS

State Anti-discrimination Agencies

Disposition of Sex Discrimination Complaints—1974

States	Agency Budget for 1974 in Thousands of Dollars	Budget Increase 1973-74 (%)	Number of Complaints Filed in 1974 (all types)	Number of Complaints Due to Sex	Investigations	Settled by Agreement	Hearings	Orders Issued	Total Value of Affirmative Action Awards
Alabama	–	–	–	–	–	–	–	–	–
Alaska	NA	NA	235*	78	NA	NA	NA	NA	NA
Arizona	$136	24%	167	19	19	19	NA	NA	NA
Arkansas	39**	NA	30	20	12	20	NA	NA	NA
California	1,500	15	3,820	824	NA	NA	NA	NA	NA
Colorado	487	12	1,579	484	771	379	14	6	$106,700
Connecticut	837	9	1,087	318	170	NA	19	10	$46,957
Delaware	NA	NA	NA	NA	NA	NA	NA	NA	NA
Florida	181	37	175	50	43	NA	NA	NA	NA
Georgia	–	–	–	–	–	–	–	–	–
Hawaii	33	6	95	43	20	NA	1	NA	NA
Idaho	a	a	a	a	a	a	a	a	a
Illinois	a	a	a	a	a	a	a	a	a
Indiana	230	52	1660	609	194	26	5	NA	NA
Iowa	188***	–	1142	NA	NA	NA	NA	NA	NA
Kansas	398	20	663	166	NA	1	0	2	$4,373
Kentucky	a	a	a	a	a	a	a	a	a
Louisiana	–	–	–	–	–	–	–	–	–
Maine	130	NA	NA	NA	NA	NA	NA	NA	NA
Maryland	681	13	1,805	384	NA	NA	NA	NA	NA
Massachusetts	900	12	1,545	489	197	64	17	7	$89,660
Michigan	4,446	11	3,100	612	NA	NA	8	3	NA
Minnesota	a	a	a	a	a	a	a	a	a
Mississippi	–	–	–	–	–	–	–	–	–
Missouri	497	8	3,632	151	158	83	3	2	$90,650

Montana	61	NA	7	5	5	0	0	0	0
Nebraska	118	19	368*	115*	NA	NA	8*	NA	NA
Nevada	a	a	a	a	a	a	a	a	a
New Hampshire	25	47	185	106	68	31	3	27	$50,000
New Jersey	1,200	23	1,824	355	NA	103	40	NA	$12,433
New Mexico	102	21	608	102	NA	NA	NA	NA	NA
New York	4,324	–	3,502*	998	884	NA	113	36	NA
North Carolina	–	–	–	–	–	–	–	–	–
North Dakota	–	–	–	–	–	–	–	–	–
Ohio	2,131	92	3,866	680	680	NA	15	0	0
Oklahoma	a	a	a	a	a	a	a	a	a
Oregon	1,130	NA	804	223	111	NA	NA	NA	NA
Pennsylvania	2,030	NA	1,773	538	NA	NA	NA	NA	$5,500,000***
Rhode Island	135	11	213	85	NA	16	2	2	$13,000
South Carolina	247	197	110	57	24	6	NA	NA	NA
South Dakota	55	61	83	49	37	11	3	2	$48,063
Tennessee	–	–	–	–	–	–	–	–	–
Texas	379**	–	143	9	NA	NA	NA	NA	NA
Utah	48	28	410*	209*	209*	129*	NA	NA	NA
Vermont	–	–	–	–	–	–	–	–	–
Virginia	–	–	–	–	–	–	–	–	–
Washington	60	NA	1,700	900	NA	NA	NA	NA	NA
West Virginia	222	11	193	48	NA	NA	2	NA	NA
Wisconsin	a	a	a	a	a	a	a	a	a
Wyoming	21	NA	47	17	NA	5	1	NA	NA

NA —Information not available
* —Information for 1972-73
** —Not a statewide agency
*** —Covers period from Dec. 1972—June 1974
– —These states have no statewide anti-discrimination agency to enforce legislation concerning equal employment opportunity.
a —These states have a statewide anti-discrimination agency, but they have not supplied information to date.

State Labor Laws Affecting Women Employed in Education

State	State Wage (minimum wage provisions)	Hours and Overtime		Special Protective Laws			Equal Pay Law
		Work Ceiling	Overtime Pay	Weight	Seating	Other	
Alabama	–	–	–	–	–	–	–
Alaska	X (A)	–	X	X	–	–	X
Arizona	X (A)	X	–	–	–	–	X
Arkansas	X (A)	X*	X*	–	X	X	X
California	X (B)	–	–	X	X	X	X
Colorado	X (B)	X (C)	–	–	–	X	X
Connecticut	X (A)	–	X	–	–	–	X
Delaware	X (A)	–	–	–	–	–	–
Florida	–	–	–	–	X	X	X
Georgia	X (A)	–	–	–	–	–	X
Hawaii	X (A)	–	X	–	–	–	X
Idaho	X (A)	–	–	–	X	–	X
Illinois	X (A)	X	–	–	–	–	X
Indiana	X (A)	–	–	–	–	–	X
Iowa	–	–	–	–	–	–	–
Kansas	X (B)	X (C)	–	–	X	–	X
Kentucky	X (A)	X	X	–	–	X	X
Louisiana	X (B)	–	–	–	X	–	–
Maine	X (A)	X*	X	–	–	–	X
Maryland	X (A)	–	X	–	–	–	X
Massachusetts	X (A,B)	X	X	X	–	–	X
Michigan	X (A)	X*	–	X	–	X	X
Minnesota	X (A)	–	X	–	–	–	X
Mississippi	–	X	–	–	–	–	–
Missouri	–	X	–	–	X	X	X

Montana	X (A)	X	X	–	X	–	X
Nebraska	X (A)	–	–	–	X	X	X
Nevada	X (A)**	x	x	–	X	X	X
New Hampshire	X (A,B)	X	–	–	X	–	X
New Jersey	X (A)	–	X	–	–	–	X
New Mexico	X (A)	X	X	–	X	–	–
New York	X (A B)	–	X	–	–	X	X
North Carolina	X (A)	–	X	–	–	X	–
North Dakota	X (B)	X	–	–	–	X	X
Ohio	X (A)	X	X	X	X	X	X
Oklahoma	X (A)	X	–	–	–	–	X
Oregon	X (A)	–	–	X	X	–	X
Pennsylvania	X (A)	X	X	–	X	X	X
Rhode Island	X (A)	X	X	–	–	–	X
South Carolina	–	–	–	–	–	X	–
South Dakota	X (A)	–	–	–	–	–	X
Tennessee	–	X	–	–	–	X	–
Texas	X (A)	X	–	–	X	X	X
Utah	X (A)	–	X	–	X	X	X
Vermont	X (A)	–	X	–	–	–	X
Virginia	–	X	–	–	X	X	–
Washington	X (A,B)	–	–	–	X	–	X
West Virginia	X (A)	X	X	–	–	–	X
Wisconsin	X (A)	X	X	–	–	X	X
Wyoming	X (A)	–	–	–	X	X	X

* —Permit or special agreements must be obtained for overtime work and compensation.
** —Exceptions during probationary period
(A)—Minimum wage laws
(B)—Minimum wage orders
(C)—Maximum hours orders
— —No relevant law

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Recently Enacted Legislation Affecting Women in Education, 1970-74

State	State Constitutional Amendment	Admissions, Treatment of Students and Activities Institutions of		Women as Employees (excluding state labor laws and FEP legislation)	Other Legislation	Equal Rights Amendment (date ratified)
		Higher Education	Elementary/ Secondary Education			
Alabama	–	–	–	–	–	–
Alaska	X	X	–	–	–	4/72
Arizona	–	–	–	–	X	–
Arkansas	–	–	–	–	–	–
California	–	X	X	X	–	11/72
Colorado	X	–	–	–	–	4/72
Connecticut	X	–	X	–	X	3/73
Delaware	–	–	–	–	–	3/72
Florida	–	–	–	–	–	–
Georgia	–	–	–	–	–	–
Hawaii	X	–	–	–	–	3/72
Idaho	–	–	–	–	–	4/72
Illinois	X	–	–	X	–	–
Indiana	a	a	a	a	a	–
Iowa	–	–	X	–	–	3/72
Kansas	–	X	–	–	–	3/72
Kentucky	–	–	X	–	–	6/72
Louisiana	–	–	–	–	–	–
Maine	–	–	–	–	–	74
Maryland	X	–	X	X	–	4/72
Massachusetts	X	–	X	–	–	3/72
Michigan	–	X	X	–	–	5/72
Minnesota	–	X	X	–	–	2/73
Mississippi	–	–	–	–	–	–
Missouri	–	–	–	–	–	–

Montana	X	–	–	–	X	74
Nebraska	–	–	–	–	–	3/62*
Nevada	–	–	–	–	–	–
New Hampshire	X	–	–	–	–	3/72
New Jersey	–	–	X	X	X	4/72
New Mexico	X	–	–	–	–	2/73
New York	–	X	X	–	–	5/72
North Carolina	–	–	X	–	–	–
North Dakota	–	–	–	–	–	2/75
Ohio	–	–	–	–	–	2/74
Oklahoma	–	–	–	X	–	–
Oregon	–	–	–	X	–	2/73
Pennsylvania	X	X	X	–	–	9/72
Rhode Island	–	–	–	–	–	4/72
South Carolina	–	X	–	–	–	–
South Dakota	–	–	X	X	X	2/73
Tennessee	–	–	–	X	–	4/72*
Texas	X	–	–	X	–	3/72
Utah	Xb	–	–	–	–	–
Vermont	–	–	–	–	–	2/73
Virginia	X	–	–	–	–	–
Washington	X	–	–	X	X	3/73
West Virginia	a	a	a	a	a	4/72
Wisconsin	–	–	X	–	X	4/72
Wyoming	Xb	–	–	–	–	1/73

* —Rescinded by referendum in 1974.
– —No relevant legislation has come to our attention.
a —To date, the legislative service agency has not supplied information.
b —The Wyoming and Utah constitutions contain equal rights provisions which have been in those documents since they were adopted.

Numbers and Percentages of Female Education Administrators, 1972-73

State Commission On the Status of Women

State	Superintendents			Principals			Most Recent Date of Establishment	Budget in 1974	1970 Females Population (in thousands)
	Total	Female	% Female	Total	Female	% Female			
Alabama	NA	1	NA	725	82	11%	1971	$10,000	1,782
Alaska	60	0	0	329	31	9.4	1972**	NA	137
Arizona	NA	NA	NA	NA	NA	NA	1971	a	900
Arkansas	NA	NA	NA	NA	NA	NA	1971	5,000	991
California	1,311	20	1.5%	8,236	756	9	1972	78,000	10,136
Colorado	265	2	0.7	1,322	85	6	1972	15,000	1,118
Connecticut	139	0	0	1,242	182	15	1973	28,000	1,561
Delaware	NA	NA	NA	NA	NA	NA	1973	a	281
Florida	NA	NA	NA	NA	NA	NA	1972	4,000	3,514
Georgia	307	5	0.3	2,020	234	12	1972	5,000	2,359
Hawaii	NA	NA	NA	NA	NA	NA	1970	20,000	369
Idaho	113	1	0.8	574	32	6	1970	6,000	357
Illinois	1,499	113	7	5,050	765	15	1969	10,000	5,722
Indiana	NA	NA	NA	NA	NA	NA	1973	17,500	2,266
Iowa	NA	NA	NA	NA	NA	NA	1972	27,278	1,452
Kansas	373	0	0	2,006	85	4	–	–	1,450
Kentucky	318	10	3	1,418	200	14	1970	27,000	1,640
Louisiana	303	4	1.3	1383	180	13	1974	19,527	1,870
Maine	NA	NA	NA	NA	NA	NA	1973	3,710	509
Maryland	NA	NA	NA	NA	NA	NA	1971	32,298	2,006
Massachusetts	671	10	1.4	3,124	609	20	1971	20,000	2,970
Michigan	145	2	1.3	797	159	20	1968	62,000	4,526
Minnesota	NA	NA	NA	NA	NA	NA	1967**	a	1,941
Mississippi	175	3	1.7	1,275	163	13	1964	a	1,143
Missouri	NA	NA	NA	NA	NA	NA	1967	a	2,420

Montana	235	50	21	619	77	12	1972	28,000	347
Nebraska	469	40	8.5	1,114	166	15	—	—	759
Nevada	37	0	0	224	5	2	—	—	241
New Hampshire	88	4	4.5	443	46	10	1969	13,500	377
New Jersey	NA	NA	NA	NA	NA	NA	1969**	a	3,701
New Mexico	119	0	0	764	39	5	1974	45,000*	515
New York	NA	NA	NA	NA	NA	NA	1967**	a	9,522
North Carolina	NA	NA	NA	NA	NA	NA	1967	18,130	2,594
North Dakota	NA	NA	NA	NA	NA	NA	1972	21,000	306
Ohio	1,092	2	0.1	5,064	572	11	1970	a	5,489
Oklahoma	764	63	8.2	2,274	165	7	1972	a	1,313
Oregon	NA	NA	5.3	NA	NA	12.1	1964	2,000	1,067
Pennsylvania	NA	NA	NA	NA	NA	NA	1972	77,000	6,128
Rhode Island	NA	NA	NA	NA	NA	NA	1970	10,215	482
South Carolina	NA	NA	NA	NA	NA	NA	NA	NA	1,318
South Dakota	188	1	0.5	667	53	7.9	1973	7,000	335
Tennessee	NA	NA	NA	NA	NA	NA	1974	25,000	2,026
Texas	NA	NA	NA	NA	NA	NA	—	—	5,716
Utah	NA	NA	NA	NA	NA	NA	1973	3,000	536
Vermont	83	4	4.8	226	19	8	1969	1,000	227
Virginia	253	2	0.7	1,893	344	18	1970	6,000	2,351
Washington	257	0	0	1,392	51	3	1971	39,536	1,715
West Virginia	NA	NA	NA	NA	NA	NA	—	—	900
Wisconsin	NA	NA	NA	NA	NA	NA	1973	20,000	2,250
Wyoming	90	1	1.1	438	78	18	1969	11,500	66

NA —Information not available
a —Received no budget in 1974
* —Fiscal year 1975
** —There is currently no State Commission on the Status of Women, but women's issues are handled by another agency.
— —No State Commission on the Status of Women or comparable agency.

Fair Employment Practices Legislation Affecting Women in Education

State	Coverage			Provisions							
	Employers Covered*	Unions Covered	Employment Agencies	Complaint Procedure	Investigation Procedure	Conciliation Procedure	Hearing Procedure	Cease and Desist Orders	Affirmative Action Orders	Judicial Review	Fine/Jail
Alabama	–	–	–	–	–	–	–	–	–	–	–
Alaska	X	X	X	X	X	X	X	–	X	X	X
Arizona	20	X	X	X	X	X	X	X	–	–	X
Arkansas	–	–	–	–	–	–	–	–	–	–	–
California	5	X	X	X	X	X	X	X	X	X	X
Colorado	6	X	X	X	X	X	X	X	X	X	–
Connecticut	3	X	X	X	X	X	X	X	X	X	–
Delaware	4	X	X	X	X	X	X	X	X	X	–
Florida	X	X	–	–	–	–	X	–	–	–	–
Georgia	–	–	–	–	–	–	–	–	–	–	–
Hawaii	X	X	X	X	X	X	X	X	X	X	X
Idaho	4	X	X	X	X	X	X			X	X
Illinois	25	X	X	X	X	X	X	X	X	X	
Indiana	6	X	X	X	X	X	X	X	X	X	
Iowa	4	X	X	X	X	X	X	X	X	X	
Kansas	4	X	X	X	X	X	X	X	X	X	
Kentucky	8	X	X	X	X	X	X	X	X	X	
Louisiana	–	–	–	–	–	–	–	–	–	–	–
Maine	X	X	X	X	X	X					
Maryland	15	X	X	X	X	X	X	X	X	X	X
Massachusetts	8	X	X	X	X	X	X	X	X	X	
Michigan	8	X	X	X	X	X	X	X	X		
Minnesota	8	X	X	X	X	X	X	X	X	X	
Mississippi	–	–	–	–	–	–	–	–	–	–	–
Missouri	6	X	X	X	X	X	X	X	X	X	

Montana	X	X	X								X
Nebraska	25	X	X	X	X	X	X	X	X	X	X
Nevada	15	X	X	X	X		X			X	
New Hampshire	6	X	X	X	X	X	X	X	X	X	
New Jersey	X	X	X	X	X	X	X	X	X	X	X
New Mexico	4	X	X	X	X	X	X	X	X	X	
New York	4	X	X	X	X	X	X	X	X	X	X
North Carolina	**										
North Dakota	–	–	–	–	–	–	–	–	–	–	–
Ohio	4	X	X	X	X	X	X	X	X	X	X
Oklahoma	25	X	X	X	X	X	X	X	X	X	
Oregon	X	X	X	X	X	X	X	X		X	X
Pennsylvania	4	X	X	X	X	X	X	X	X	X	X
Rhode Island	4	X	X	X	X	X	X	X	X	X	
South Carolina	**			X	X	X	X	X	X		–
South Dakota	X	X	X	X	X	X	X	X	X	X	
Tennessee	–	–	–	–	–	–					
Texas	**										X
Utah	25	X	X	X	X	X	X	X	X	X	
Vermont	X	X	X								X
Virginia	–	–	–	–	–	–	–	–	–	–	
Washington	8	X	X	X	X	X	X	X	X	X	X
West Virginia	12	X	X	X	X	X	X	X	X	X	X
Wisconsin	X	X	X	X	X	X	X	X	X	X	
Wyoming	2	X	X	X	X	X	X	X	X		

* —The numbers in this column indicate the minimum number of employees an employer must have to be covered by the law. An "X" indicates that no minimum number of employees is specified in the law.

** —These states have a statutory provision concerning equal employment opportunity for public employment only.

– —These states have no statutory provision of general application concerning equal employment opportunity.

A blank entry indicates that a state's law does not include a certain provision or type of coverage.

Administrative Promulgations Pursuant to State Fair Employment Practices Legislation Relevant to Women in Education

State	*Employee Selection Procedure Guidelines (Test validity)	Governor's Code of Fair Practices for State Agencies (State agency personnel procedures; state services and facilities)	Sex Discrimination Guidelines (Pre-employment inquiries; pregnancy and maternity leaves; sex as a bona fide occupational requirement)	Other Promulgations (See state summaries for details)
Alabama	–	X (1974)	–	–
Alaska	–	X (1967)	–	–
Arizona	X (1972)	–	–	–
Arkansas	–	–	–	–
California	X (1972)	–	–	–
Colorado	X (1972)	–	X (1972)	–
Connecticut	–	X (1969)	–	X
Delaware		X (1969)	–	–
Florida	–	X (1967)	–	–
Georgia	–	–	–	–
Hawaii	–	X (1973)	–	–
Idaho	–	–	X (1970)	–
Illinois	–	–	X (1971)	–
Indiana	–	–	–	–
Iowa	X (1971)	–	X (1972)	X
Kansas	X (1973)	–	–	–
Kentucky	–	–	–	–
Louisiana	–	–	–	–
Maine	–	–	–	–
Maryland	X (1972)	–	X (1972)	–
Massachusetts	–	X (1970)	X (1971)	X
Michigan	–	–	X (1972)	X
Minnesota	–	X (1973)	X (1974)	–
Mississippi	–	–	–	–
Missouri	–	–	–	X

Montana	–	–	–	–
Nebraska	–	–	–	–
Nevada	–	–	–	–
New Hampshire	–	–	–	X
New Jersey	X (19)	X (1965)	X (1972)	–
New Mexico	–	–	–	–
New York	X (1973)	–	X (1973)	X
North Carolina	–	X (1971)a	–	–
North Dakota	–	–	–	–
Ohio	–	–	–	–
Oklahoma	–	–	–	–
Oregon	–	–	–	–
Pennsylvania	X (1971)	–	X (1971)	–
Rhode Island	–	–	–	–
South Carolina	–	X (1971)a	–	X
South Dakota	–	–	–	–
Tennessee	–	X (1972)	–	–
Texas	–	X (1971)a	–	–
Utah	–	X (1965)	X (1966)	X
Vermont	–	–	–	–
Virginia	–	–	–	–
Washington	–	–	X (1973)	–
West Virginia	–	X (1965)	–	–
Wisconsin	–	–	X (1973)	–
Wyoming	–	–	–	–

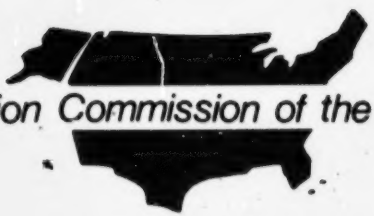
* —Date of promulgation or date amended to include sex
a —Listed also as Fair Employment Practices Legislation

Elementary and Secondary Level Education Policies or Programs Affecting Equal Rights for Women in Education

State	Instructional Material	Courses and Support Structure	Teacher Training	In-Service Training	Community Education	Career Guidance Programs	Vocational Schools	Day Care Centers	Affirmative Action
Alabama	–	–	–	–	–	–	–	–	–
Alaska	–	–	–	–	–	–	–	–	–
Arizona	–	–	–	–	–	–	–	–	–
Arkansas	a	a	a	a	a	a	a	a	a
California	X	–	–	–	–	–	–	–	X
Colorado	X	X	–	–	–	X	–	–	X
Connecticut	X	–	X	–	X	X	X	X	–
Delaware	X	X	X	X	–	X	X	–	–
Florida	–	–	–	–	–	–	–	–	–
Georgia	–	–	–	–	–	–	–	–	–
Hawaii	–	–	–	–	–	–	–	–	X
Idaho	–	–	–	–	–	–	–	–	X
Illinois	–	–	–	–	–	–	–	–	–
Indiana	X	X	X	–	–	–	X	X	–
Iowa	–	–	–	–	–	–	–	–	–
Kansas	–	–	–	–	–	–	X	–	X
Kentucky	a	a	a	a	a	a	a	a	a
Louisiana	a	a	a	a	a	a	a	a	a
Maine	–	–	–	–	–	–	–	–	X
Maryland	X	–	–	X	–	X	–	X	–
Massachusetts	X	X	–	X	–	X	X	–	–
Michigan	X	X	X	X	X	X	–	–	–
Minnesota	X	X	X	X	X	X	X	–	–
Mississippi	–	–	–	–	–	–	–	–	–
Missouri	–	–	–	–	–	–	X	–	X

Montana	–	–	–	–	–	–	–	–	–
Nebraska	–	–	–	–	–	–	–	–	–
Nevada	X	–	–	–	–	X	–	–	X
New Hampshire	a	a	a	a	a	a	a	a	a
New Jersey	X	X	–	X	–	–	X	–	–
New Mexico	X	X	–	–	–	–	–	–	–
New York	X	X	–	X	–	–	–	–	X
North Carolina	X	X	–	X	–	X	X	–	–
North Dakota	–	–	–	–	–	–	–	–	–
Ohio	X	–	X	–	X	X	–	–	X
Oklahoma	–	–	–	–	–	X	X	–	–
Oregon	X	–	–	X	–	X	–	–	X
Pennsylvania	X	X	X	X	–	X	X	X	X
Rhode Island	–	–	–	–	–	–	–	–	X
South Carolina	–	–	–	–	–	–	–	–	–
South Dakota	a	a	a	a	a	a	a	a	–
Tennessee	–	–	–	–	–	–	–	–	X
Texas	X	–	–	–	–	X	–	–	–
Utah	X	X	–	–	–	–	–	–	X
Vermont	X	–	–	–	–	X	–	–	–
Virginia	a	a	a	a	a	a	a	a	–
Washington	X	X	X	X	X	X	X	X	X
West Virginia	–	–	–	–	–	X	–	–	–
Wisconsin	X	X	X	X	X	X	X	–	X
Wyoming	–	–	–	–	–	–	–	–	X

a —To date the department of education has not supplied information.
— —No relevant program or policy has come to our attention.



Education Commission of the States

The Education Commission of the States is a nonprofit organization formed by interstate compact in 1966. Forty-five states, Puerto Rico and the Virgin Islands are now members. Its goal is to further a working relationship among governors, state legislators and educators for the improvement of education. This report is an outcome of one of many Commission undertakings at all levels of education. The Commission offices are located at 300 Lincoln Tower, 1860 Lincoln Street, Denver, Colorado 80203.